**2 essays (1250 words each)- choose 2 out of 5 topics**

**Structure for Coursework**

**(Detailed structure for each essay topic)**

***General guidelines for all essay topics:****Each essay should have an introduction (around 100 words), main body (around 1,000 words) and a conclusion (around 100 words). Also, each essay should include around 7-10 references (as a minimum).*

1. ***Explain the challenges that an HR manager from an individualistic culture faces when working with employees from a collectivist culture. Discuss the main problems that each side could face in this situation and provide suggestions (based on relevant theory) on what they could do to overcome those problems. Use relevant case-study examples to support your analysis.***

Introduction: Give a definition of ‘national culture’ and discuss its importance for organizational performance within a global business context. Also, outline the core aims of this essay

Main body: Discuss Hofstede’s cultural framework with emphasis on the dimension of individualism/collectivism. Describe the main problems that may arise at work (with reference to this particular dimension) and suggest specific course of action to overcome these challenges. Use real-business examples to support your arguments.

Conclusion: Summarize the core argument (s) of your analysis.

1. ***With reference to theories of International Human Resource Management, explain how multi-national companies can manage expatriate assignments more effectively. Use relevant case-study examples to support your analysis.***

Introduction: Give a definition of ‘national culture’ and discuss its importance for organizational performance within a global business context. Also, outline the core aims of this essay

Main body: Discuss the main approaches to International HRM (i.e. ethnocentric, polycentric, geocentric) along with their advantages/disadvantages. Also, briefly mention Hofstede’s cultural framework and discuss extensively how to manage expatriates effectively (describe the process of ‘selection’, ‘training’ and ‘rewards’). Use real-business examples to support your arguments.

Conclusion: Summarize the core argument (s) of your analysis.

1. ***Critically discuss the advantages and disadvantages of diversity in teams. Explain your arguments and offer your own personal view on the importance of diversity. Use relevant case-study examples to support your analysis.***

Introduction: Give a definition of ‘diversity’ and discuss its importance for organizational performance within a global business context. Also, outline the core aims of this essay

Main body: Discuss the main advantages and disadvantages of diversity and explain how MNCs can manage a diverse workforce more effectively (i.e. describe how they can overcome the challenges of a diverse workforce). Also, offer your own personal view on the importance of diversity for contemporary organizations. Use real-business examples to support your arguments.

Conclusion: Summarize the core argument (s) of your analysis.

1. ***Discuss the process of effective communication in MNCs and explain the main barriers to effective communication with special reference to cross-cultural communication. Identify ways to overcome the barriers to communication. Use relevant case-study examples to support your analysis.***

Introduction: Give a definition of ‘communication’ and discuss its importance for organizational performance within a global business context. Also, outline the core aims of this essay

Main body: Discuss the main types of communication and explain the main barriers to effective communication (with emphasis on the impact of national culture). Also, discuss how companies can overcome the barriers to communication (i.e. suggest specific ways). Use real-business examples to support your arguments.

Conclusion: Summarize the core argument (s) of your analysis.

1. ***Reflect on the importance of managing knowledge across cultures and explain how leaders of MNCs can manage knowledge more effectively across the globe. Use relevant case-study examples to support your analysis.***

Introduction: Give a definition of ‘knowledge management’ and discuss its importance for organizational performance within a global business context. Also, outline the core aims of this essay

Main body: Discuss the main types of knowledge, give a definition of the ‘learning organization’ and explain how companies can manage knowledge effectively (e.g. discuss how MNCs can evolve into learning organizations). Use real-business examples to support your arguments.

Conclusion: Summarize the core argument (s) of your analysis.