



OLLSCOIL NA
GAILLIMHÉ
UNIVERSITY
OF GALWAY

Foghlaim & Forbairt
Ghairmiúil d'Aosaigh
Adult Learning &
Professional Development

International *Summer School*

Business & International
Management

COURSE SYLLABUS



The contents of this booklet are for information purposes only and should not be regarded as the basis of a contract between a student and the University. The syllabus, fees or regulations may be amended at any time.

SS1153 Economic Policy in Ireland

6 ECTS/ 3 US Semester Credits

COURSE OBJECTIVE

This course is designed to provide students with the analytical and historical foundation for studying contemporary public policy issues in Ireland. It begins with a brief overview of how the Irish economy has evolved in the past 25 years and identifies and outlines a series of key public policy issues in areas such as health, housing, the environment, and social protection. It proceeds to develop an economics framework for analysing these issues which covers the concepts of efficiency, equity, market failure, welfare state, and cost benefit analysis. This framework is then applied to the various public policy issues identified earlier in the course.

LEARNING OUTCOMES

On completion of the module the student should be able to:

- Outline how the Irish economy has evolved over the past 25 years with particular attention to key public policy objectives
- Describe the main mechanisms of resource allocation in modern societies
- Define the main social objectives for the allocation of societal resources
- Apply the theoretical framework of market failure and cost-benefit analysis to examine the role of public policy in the Irish economy
- Describe the role, objective and impact of the welfare state
- Present and apply a set of theories of society to explore the nature of welfare state systems in Ireland and comparable countries
- Present an economic analysis of public policy in a number of sectors including health, education, income redistribution and energy

REQUIRED READINGS

O'Hagan et al. The Economy of Ireland: Policy-Making in a Global Context, 14th Edition, Palgrave, 2021, various chapters

Le Grand et al, The Economics of Social Problems, Chapters 1 and 10 Other readings will be placed on Canvas.

REQUIREMENTS FOR CREDITS:

1. Attendance and participation in lectures (20%)
2. Policy brief on a selected issue of interest and current debate in Ireland (40%)
3. Final exam (40%)

COURSE OUTLINE:

Topic	Readings
1. Introductory Lecture	

2. Historical Background	O'Hagan et al, Chapters 1 and 8; O'Grada and O'Rourke, 2021
3. Social Objectives for Resource Allocation; 4. Market Failure and the Role of Government	Le Grand et al, Chapters 1 and 10;
5. Theories of the Welfare State	Esping Andersen and Myles, 2012
6. Inequality and Poverty	O'Hagan et al, Chapter 9
7. Energy and Environment	O'Hagan et al, Chapter 13
8. Housing	O'Hagan et al, Chapter 14
9. Field trip to Dublin: Health, Transport, Culture	O'Hagan et al, Chapter 16; other readings to be added
10. Education	O'Hagan et al, Chapter 15; Cullinan & Flannery
Final exam	

SS1155 International & Cross-Cultural Management

6 ECTS/ 3 US Semester Credits

COURSE OBJECTIVE

International managers operate in a dynamic global environment and contemplating cultural difference and similarity is a central theme in International Management & Business. This course examines how national culture impacts the conduct of business, organisations and people management in a comparative global context, by increasing awareness and understanding of the skills required by managers seeking to work abroad as international executives. Are the pressures of globalisation resulting in the convergence of management practice across cultures or is there evidence to suggest that cultural divergence shapes management practice? This course will be of great interest to students wishing to understand the impact of national culture on managerial practice within and across cultural divides; and managing and working in cross-cultural teams.

LEARNING OUTCOMES

On completion of the module the student should be able to:

- Critically appreciate cross-cultural awareness and cross-cultural management;
- Develop cross-cultural awareness/ competence to work effectively in a different cultural setting and/or manage and collaborate in cross-cultural teams;
- Discuss a range of international management practices and how culture impacts upon them. For example: motivation, cross-cultural communication and decision-making, negotiation and trust;
- Explicate the implications of cultural similarities and difference for managerial behaviour such as managing and leading within and across cultural divides;
- Analyse and critique theory and research on national cultures, and to convert theory and research into practice;
- Apply an understanding of the challenges and opportunities of working in global virtual teams

CORE READINGS

- Browaeys, M.J., Price, R. (2024). *Understanding Cross-Cultural Management*, 5th edition. Harlow: Pearson Education Limited.
- Deresky, H., Miller, S.R. (2024). *International Management: Managing Across Borders and Cultures, Text and Cases*, 10th edition. Harlow: Pearson Education Limited.
- Steers, R., Osland, J.S., Szudlarek, B. (2023). *Management Across Cultures: Challenges, Strategies, and Skills*, 5th edition. Cambridge: Cambridge University Press.
- Moussa, M., Doumani, T., McMurray, A., Muenjohn, N., Deng, L. (2022). *Cross-Cultural Performance Management: Transcending Theory to a Practical Framework*. London: Palgrave Macmillan.

SUPPLEMENTARY READINGS

- Akande, A. (ed). (2025) (forthcoming). *Modern Cross-Cultural Management: Understanding Diversity in Global Business*. London: Springer.
- Moran, R.T., Abramson, N.R., Chan, A., Marie-Marguerite, S. (2023). *Managing Cultural Differences: Global Leadership Skills and Knowledge for the 21st Century*, 11th edition. London: Routledge.
- Richter, N.F., Strandkov, J., Hauff, S., Taras, V. (2022). *International Business Strategy and Cross-Cultural Management: An Applied Approach*. Cheltenham: Edward Elgar Publishing.
- Thomas, D.C., Peterson, M.F. (2017). *Cross-Cultural Management: Essential Concepts*, 4th edition. London: SAGE Publications.

RECOMMENDED ACADEMIC JOURNALS

- Journal of World Business (JWB)
- Management International Review (MIR)
- International Business Review (IBR)
- Thunderbird International Business Review (TIBR)
- European Journal of International Management (EJIM)
- Cross-Cultural Management (CCM)
- International Journal of Cross-Cultural Management (IJCCM)
- Human Relations (HR) 14

REQUIREMENTS FOR CREDITS

1. Attendance and Participation in Lectures (15%)
2. Decision Memo (30%)
3. Out-of-class Negotiations Pack (25%)
4. Group Project (preferable) or Fieldtrip-Based Essay (30%)

COMPANY VISITS

- Details of company visits will be finalised on course commencement;

Draft Overview of Teaching Schedule

Week	Topic
Week 1	Introduction to the Global Business Environment and Cross-Cultural Management
Week 1	Understanding Culture: Breaking Through the Boundaries
Week 2	The Fundamentals of Cross-Cultural Interaction and Communication: Boosting Your Negotiations Skills and Resolving Conflicts
Week 2	Culture, Leadership, and Decision-Making
Week 3	(Organisational) Culture and Corporate Structures
Week 3	Fostering Inclusion and Diversity in Organisations
Week 4	Learning the Fine Art of Global Collaboration
Week 4	Global Staffing
Week 4	Wrap-Up Session

