

Документ подписан простой электронной подписью  
Информация о владельце:  
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Должность: Ректор  
Дата подписания: 31.05.2024 14:09:15  
Уникальный программный ключ:  
ca953a0120d891083f939673078ef1a989dae18a

**Federal State Autonomous Educational Institution of Higher Education**

**Peoples' Friendship University of Russia  
RUDN University**

**Engineering Academy**

(the name of the main department)

## **PROGRAMM**

**Technologies of cross-cultural education**

(Discipline)

The program track

**44.04.02 Pedagogy and Psychology**

(code and name of the track)

**Pedagogy in Engineering**

(name of the profile of the EP VO)

Form of study: **full-time**

## 1. The aim

The purpose of mastering the discipline is to obtain knowledge, skills, abilities and experience in the field of cross-cultural education technologies, characterizing the stages of the formation of competencies and ensuring the achievement of the planned results of mastering the educational program.

## 2. Requirements to the outcome of the course

The following competences are formed in the study process:

*Таблица 2.1. The list of competencies formed by students in the development of the discipline (the results of mastering the discipline)*

Competency Code	Name of competence	Indicators of competence achievement (within the framework of this discipline)
UC-5	Able to analyze and take into account the diversity of cultures in the process of intercultural interaction	UC-5.1. Demonstrates an understanding of the characteristics of different cultures UC-5.2. Builds social interaction, taking into account the common and different features of cultures and religions

## 3. Place of the course in the structure of GEP

Discipline refers to the part of the curriculum formed by participants in educational relations.

Within the framework of the EP HE, students also master other disciplines and undergo internships that contribute to the achievement of the planned results of mastering the discipline.

*Таблица 3.1. The list of components of the EP HE that contribute to the achievement of the planned results of mastering the discipline*

Competency Code	Name of competence	Previous disciplines/practices*	Follow-up disciplines/practices*
UC-5	Able to analyze and take into account the diversity of cultures in the process of intercultural interaction	Foreign language in professional	Preparation for passing and passing the state exam Execution, preparation for the defense procedure and defense of the final qualification work

\* - in accordance with the matrix of competencies and the SUP EP VO

## 4. Workload of the course and forms of study work

General workload of the course 4 Credits..

*Table 4.1. Form of study work of EP HE*

Type of educational work	Total, h.	Semester
		3
<i>Class hours (total)</i>	36	36
<b>Including:</b>		
Lectures (Lc)	18	18
Laboratory classes (LC)		
Seminars (S)	18	18
Control	27	27
<i>Autonomous work (AW), hr</i>	81	81
<b>In total</b>	Hr.	144
	credits	4

## 5. Content of the course

Table 5.1. Content of the course

The name of the section of the discipline	Content of the section (topic)	Types of educational work*
Topic 1. Specificity of cross-cultural communication	Communication: verbal, non-verbal, paraverbal. Specifics and rules of use in cross-cultural communication Culture and behavior: factors of behavior, the main characteristics of empathy. Culture and values: four main spheres of cultural values, forms of cultural values. The concept and foundations of cross-cultural communication	LC, SM, AW
Topic 2. Crop classification	Hofstede indices (masculinity, femininity, avoidance of uncertainty, individualism - collectivism, power distance) and their forms of manifestation: Measurement of business cultures in the model of G. Hofstede. Hofstede indices (masculinity, femininity, avoidance of uncertainty, individualism - collectivism, power distance) and their forms of manifestation Hofstede indices (masculinity-femininity, avoidance of uncertainty, the ratio of individualism and collectivism, power distance) and their forms of manifestation	LC, SM, AW
Topic 3. Characteristics of organizational culture	Types of organizational cultures. Classifications of C. Handley and F. Trompenaars Types of organizational cultures. Classifications of C. Handley and F. Trompenaars Factors in the formation of leadership styles: value system, intensity of needs, picture of the world, the process of cognition, attitude to risk, interpersonal communication. Leadership in the cross-cultural aspect. Leadership models. Global organizations. Global leadership and changing knowledge of cultural differences. Leadership in changing organizational culture.	LC, SM, AW
Topic 4. Crop clustering	Ronen and Shenkar clustering. Trompenaars clustering. Lewis's model of cultural types. The main characteristics of the Anglo-Saxon model and distinctive points. The main characteristics of the Romanesque model. The main characteristics of the German model. Characteristics of the European cluster, the Anglo-Saxon cluster, the Scandinavian cluster, the southern European cluster. The approach of R. Gestelend. The Romanesque model is a comparative analysis with the Anglo-Saxon model. The German model is a comparative analysis with the Anglo-Saxon and Romanesque models.	LC, SM, AW
Topic 5. Multicultural interaction in the hospitality industry and tourism	Multicultural interaction in education. The process of acculturation. Modern models of cultural diversity management. The work of a multicultural team. Cross-cultural synergy. Strategies of cross-cultural interaction in education. Strategies are cultural dominance, cultural divergence, cultural compromise, cultural adjustment and strategy cultural synergy. Interaction in a new cultural environment. The process of acculturation. The curve of the acculturation process.	LC, SM AW

\* - LC – lecture, LR – laboratory work, SM – seminars; AW – Autonomous work

## 6. Technical Support Requirements

Table 6.1. Technical Support Requirements

A type of a classroom	Technical Support Requirements	Special equipment, software
For lectures	An auditorium for lecture-type classes, equipped with a	Technical means: projector Epson

	set of specialized furniture; board (screen) and technical means of multimedia presentations	EH-TW5300 (LCD, 1080p 1920 x 1080, 2200Lm, 35000:1, 2 x HDMI, MHL, экран Draper Baronet NTSC (3:4) 244/96(8) 152*203 MW
For seminars	Auditorium for seminar-type classes, group and individual consultations, current control and intermediate certification, equipped with a set of specialized furniture and technical means of multimedia presentations	Computer class; technical equipment: personal computers, projection screen, multimedia projector, NEC NP-V302XG, Internet access. Software: Microsoft products (OS, office suite, incl. MS Office/Office 365, Teams, Skype), Autodesk AutoCAD 2021, Autodesk AutoCAD 2021 (English), Autodesk Inventor 2021, Autodesk Revit 2021, ArchiCAD 23 (free tutorial versions)
For autonomous work	Auditorium for independent work of students (can be used for seminars and consultations), equipped with a set of specialized furniture and computers with access to the EIOS	Computer class; technical equipment: personal computers, projection screen, multimedia projector, NEC NP-V302XG, Internet access. Software: Microsoft products (OS, office suite, including. MS Office/Office 365, Teams, Skype), Autodesk AutoCAD 2021, Autodesk AutoCAD 2021 (English), Autodesk Inventor 2021, Autodesk Revit 2021, ArchiCAD 23 (Free Tutorial Versions)

## 7. EDUCATIONAL, METHODOLOGICAL AND INFORMATION SUPPORT OF THE DISCIPLINE

### *Main literature:*

1. Buhalkov M.I. Personnel Management: Textbook for Universities / 2nd ed. Moscow: Infra-M. 2008. 400 p.
2. Kibanov A.Y. Personnel management of the organization: Practicum: Textbook / Ed. by A.Y. Kibanov. 2nd ed. Moscow: Infra-M. 2008. 365 p.

### *Further reading:*

1. Neverov A.V. Personnel assessment as a factor in the social development of the organization. Monograph / M.: RUDN University Publishing House. 2015. 180 p. Electronic resource.
2. Mikhailova O.B. Theory and practice of personnel management. Textbook / M.: RUDN University Publishing House. 2013. 195 p. Electronic resource.
3. Antsupov A.Ya., Kovalev V.V. Socio-psychological assessment of personnel: Textbook / 2nd ed. M.: UNITY-DANA. 2012. 399 p. Electronic resource.
4. Egorshin A.P. Fundamentals of personnel management. Textbook / 2nd ed. Moscow: Infra-M. 2008. 352 p. Electronic resource.
5. Odegov Yu.G., Nikonova T.V. Audit and controlling of personnel. Textbook / M.: Alfa-Press. 2006. 560 p.

### *Electronic library systems:*

1) The electronic library system (ELS) of RUDN University and third-party EBS, to which university students have access on the basis of concluded contracts:

- ELS RUDN <http://lib.rudn.ru/MegaPro/Web>
- ELS «University Library Online» <http://www.biblioclub.ru>
- ELS «Юрайт» <http://www.biblio-online.ru>
- ELS «Student Advisor» [www.studentlibrary.ru](http://www.studentlibrary.ru)
- ELS «Лань» <http://e.lanbook.com/>
- ELS «Троицкий мост»

2) Databases and browsers:

- Electronic fund of legal and normative-technical documentation <http://docs.cntd.ru/>

- Yandex search <https://www.yandex.ru/>
- Google search <https://www.google.ru/>
- Abstract database SCOPUS <http://www.elsevierscience.ru/products/scopus/>
- 3) Websites of relevant ministries and departments:
  - <https://www.mos.ru/mka/>
  - <http://www.minstroyrf.ru/>
    1. <http://www.smartcat.ru/Personnel> Personnel Management: Electronic Library of Educational Literature.
    - 4) <http://www.seminarna.ru/147.html> Human Resource Management: Articles
    - 5) <http://www.univerlib.ru/book/motivacija-i-ocenka-personala-29.html> Personnel management of the organization. Workshop. under the editorship of A.Y. Kibanov
  - <http://www.businessstest.ru/> Деловые тесты

*Educational and methodological materials for independent work of students in the development of the discipline\*:*

A course of lectures on the discipline.

Materials for assessing the level of mastering the educational material of the discipline (assessment materials), including a list of competencies indicating the stages of their formation, a description of indicators and criteria for assessing competencies at various stages of their formation, a description of assessment scales, standard control tasks or other materials necessary for assessment knowledge, abilities, skills and (or) experience of activity, characterizing the stages of the formation of competencies in the process of mastering the educational program, the methodological materials defining the procedures for assessing knowledge, skills, skills and (or) experience of the activity, characterizing the stages of the formation of competencies, are developed in full and are available for students on the discipline page in the TUIS RUDN University

\* - all educational and teaching materials for independent work of students are placed in accordance with the current procedure on the discipline page in the telecommunication educational and information system (TUIS) of RUDN University

#### **7. Assessment system**

Assessment materials and a point-rating system\* for assessing the level of formation of competencies (part of competencies) based on the results of mastering the discipline are presented in the Appendix to this Work Program of the discipline.

\* - OM and SRS are formed on the basis of the requirements of the relevant local regulatory act of the RUDN University

#### **Educational designer:**

Associate Professor, Department of Innovation Management in industries, Ph.D., associate professor



E.A. Kovaleva

#### **Director of innovation management in industries department:**

Director of Innovation Management Department in industries, Ph.D., Senior Researcher.



O.Je. Samusenko

#### **Head of the EP HE:**

Associate Professor, Department of Innovation Management in industries, Ph.D., associate professor

A handwritten signature in blue ink, consisting of several overlapping loops and strokes, positioned to the right of the text.

Ju.A. Nazarova