

Advanced Methods of Management Research IV

“New Forms of International Assignments: Inpatriate Management”

Topic

Developing multicultural management teams has gained increasing importance in many global organizations. In recent years, the number of assignments of foreign employees to the headquarters (inpatriation) has significantly increased, not only to develop such multicultural management teams, but also to achieve an efficient coordination of foreign subsidiaries and a reciprocal knowledge transfer. In fact, inpatriates have unique knowledge of global operations and countries that helps modifying organizational strategies to local market conditions while ensuring consistency with the existing global strategic orientation of the companies. However, over the last years it has become increasingly difficult for companies to attract highly qualified foreign employees as for the individual inpatriate, relocating to a foreign country goes along with many changes in his/her life, which are usually perceived as very challenging and sometimes overwhelming. One big challenge is leaving the familiar social network behind. This often is accompanied with the loss or at least limitation of social support, which is usually drawn from this network. Moreover, inpatriates have to deal with different cultural values, unexpected behavior, and often language barriers in the host country. Finally, inpatriates are often considered as a source of irritation by the local staff and have a low reputation.

Nowadays, however, attracting highly qualified employees is considered as a crucial factor to maintain a firm's competitive advantage and to secure its long-term survival.

Aims and Scope

The aim of this seminar is to explore issues of inpatriate management in the Munich Metropolitan Region as many global companies such as BMW, Audi, MAN, Linde, and Wacker Chemie are located there and to provide recommendations on how private and public institutions/actors can help to improve the living and working conditions of these employees.

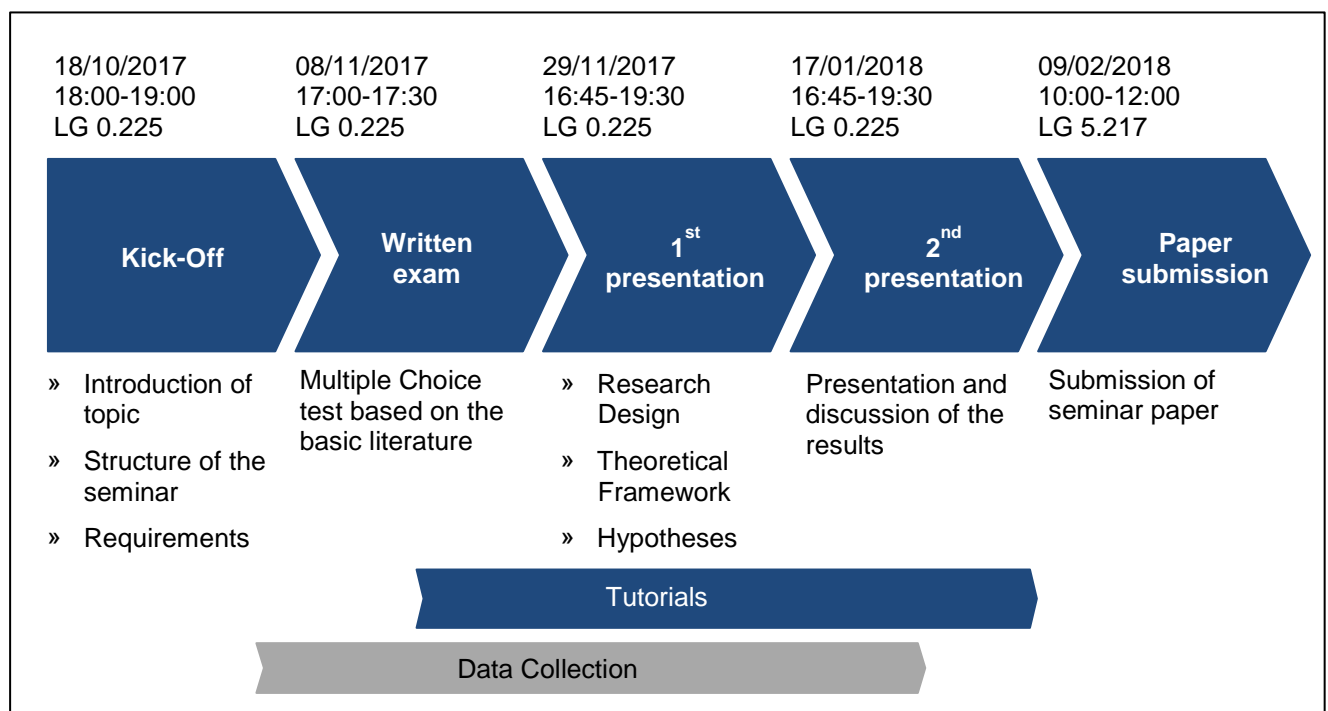
The students will learn about theoretical concepts and empirical methods, as well as how to apply them to current questions in the field of international management. Moreover, they will design and conduct a research project in groups. The seminar is a mandatory prerequisite for all students who intend to write their master thesis at the Department of International Management.

Timeline

The seminar starts with a kick-off meeting in which the participants will be introduced to the topic and assigned to their respective groups. Moreover, the timeline of the seminar will be explained.

During the written exam, participants will have 30 minutes to answer 15 multiple choice questions concerning relevant literature. This will be announced on the department's homepage on October 15.

The main part of the seminar consists of two presentations in which the groups will present and discuss their ideas, research models and results. As shown below, each group will present the detailed information in two separate presentations. All presentations must be sent 24 hours in advance of the presentation date to the respective advisor.



On basis of the individual presentations, the groups will have to submit a **seminar paper** (20 pages). Please consult the "Guidelines on writing essays, bachelor and master theses at the Department of International Management" (https://www.im.rw.fau.de/files/2017/04/Guidelines_Theses_Dec2016.pdf) for more details.

Tutorials

Participants will have the opportunity to contact their advisor at the following times:

Tutorial 1:	tba
Tutorial 2:	tba
Tutorial 3:	tba

Participants must submit their questions via email to their advisor at least 24 hours before the tutorial.

Application and admission

All students can register for the seminar on StudOn between **01/09/2017 and 17/10/2017**, 12:00. To be able to register for the seminar, all applicants must have passed the exams in the two lectures Foundations of International Management I and II (IM I + IM II). There will be no exception to this rule.

At the kick-off meeting, students are required to fill out a binding registration form. Moreover, every student has to register on MeinCampus.

The number of participants is limited to 40 students. In the case that more than 40 students apply, admission decisions will be based on IM I and IM II grades.

Students will be informed about the results of the selection procedure on **17/10/2017**, 02:00 pm.

Basic literature (relevant for the written exam)

The basic literature will be announced on our homepage (<https://www.im.rw.fau.de/teaching/master/advanced-methods-of-management-research-iv-seminar-zur-managementforschung/>) on October 19.

Evaluation

- Written exam: 30 %
- Presentations: 30 %
- Seminar paper: 30 %
- Class participation: 10 %

Participation and ECTS credits

The seminar is worth 5 ECTS credits. It can be taken by students in the MIBS program (core course), MIM program (Fortgeschrittene Methoden der Managementforschung), and diploma students.

The seminar is a mandatory prerequisite for all students who intend to write their master thesis at the Department of International Management.

General provisions

- Mandatory registration for the seminar in the kick-off meeting.
- Required attendance in all announced meetings (kick-off, written exam, presentations). If absent at one meeting, the partial performance is evaluated with a 5.0 mark.
- In the two presentations, the groups may use up to five ppt-slides. Moreover, they should provide a handout (printout of presentation) for all participants.
- If the seminar paper is submitted late, the grade will be reduced by 0.3 points per day.