

**Program for Comprehensive Exam in Management
(Master in International Business Program)**

Organizational behavior in cross-cultural context - Andreeva T.E

1. Concept of culture in management: history of development, different approaches, their advantages and problems. Current problems in cross-cultural research.
2. Various cultural contexts and their interrelationship: regional, national, industry, professional, corporate cultures.
3. Various models of culture dimensions: their advantages and problems. Influence of certain cultural dimensions on organizational behavior.
4. Influence of culture on individuals' behavior in organization. Efficient individual in cross-cultural context. Specifics of group dynamics in cross-cultural context. Successful leaders in cross-cultural context.
5. Influence of culture on an organization's management system: specifics of organizational structure, planning and control systems, organizational communications and organizational culture in various cultural contexts.

Basic textbooks:

- Schneider, S., Barsoux, J.-L. "Managing across cultures". Prentice Hall, 1999.
- Adler N. "International Dimensions of Organizational Behavior". South-Western College Pub, 2001.

Additional materials:

- Berger, P.L., Luckmann, T. "Origins of institutionalization", paragraph from "Society as an objective reality: 1. Institutionalization", in *The Social Construction of Reality*, Ch.2, 1967, London: Allen Lane The Penguin Press, pp. 70-85 (in Redding G., Stening B.W. (eds) Cross-cultural management. An Elgar Reference Collection, Cheltenham, UK, 2003. Volume I, pp.144-159).
- Hofstede, G. *An American in Paris: The Influence of Nationality on Organization Theories*. // *Organization Studies* (Walter de Gruyter GmbH & Co. KG.), 1996, Vol.17, No.3, pp.525-537.
- House, R.J et al. (eds). *Culture, Leadership, and Organizations: The GLOBE Study of 62 Societies*. 2004. SAGE publications.
- Earley, Ch., Ang, S. *Cultural Intelligence: individual interactions across cultures*. Stanford Business Books, Stanford, 2003.

International trade and competition - Dermanov V.K.

1. Resources and trade: the Heckscher-Ohlin model.
2. Economies of scale and international trade.
3. The instruments of trade policy.
4. Import-substituting and export-oriented industrialization.
5. Money, interest rates, and exchange rates.

Basic textbooks:

- Peter H. Lindert, Thomas A. Pugel, *International Economics*, International Edition.
- Krugman, P.R. and Obstfeld, M., *International Economics: Theory and Policy* (seventh edition).

Business research methods - Rassadina I.I.

1. Qualitative business research methods: general characteristic.
2. Deductive and inductive research approaches.
3. Sampling design in applied research: sampling types, representativeness, definition of sample size.
4. Survey methods: main characteristics, carrying-out problems and motivation of respondents.
5. Measurement in qualitative data: types of measurement scales and scaling rules.

Basic textbooks:

- Cooper D.R., Schindler P.S. *Business Research Methods*. McGraw-Hill, 9th ed., 2006.
- Saunders M., Lewis P. and Thornhill A. *Research Methods for Business Students*. Prentice Hall, 3rd ed., 2003.

Additional materials:

- Cooper D. R., Emory C. *Business Research Methods*. McGraw-Hill, 2003
- Salkind N.J. *Exploring Research*. Prentice Hall, 2003.
- Yin R. *Case Study: Design and Methods*. Beverly Hills, 1994.
- Zikmund W.G. *Business Research Methods*, Thomson, 7th ed., 2005.

HR management in international business - Latukha M.O.

1. Special issues in HRM theory and practice in international business.
2. The main instruments of HRM in international business.
3. Types of employees and their role in multinational companies.
4. Comparative analysis of HRM in Japan and USA (the mainstreams, similarities and differences).
5. Comparative analysis of HRM in European countries (the mainstreams, similarities and differences).

Basic textbooks:

- Peter J. Dowling, Denise E. Welch *International human resource management: managing people in multinational context*. 4th edition, Thompson Learning edition, 2005
- Armstrong M. *A handbook of Human Resource Management*. 9th edition. 2003 R.

Managerial economics - Sokolova E.V.

1. Forecasting instruments: possible applications for decision-making on production volume and product price.
2. Technical change and innovations: an impact on the firm's production decisions.
3. Production efficiency of the firm: assessment models and management applications of estimates.
4. Production costs analysis in the long-run and short-run: how results can be applied for the firm's operation management.
5. The market structure parameters: how they influence the firm's policy design.

Basic textbooks:

- Baye M. Managerial Economics and Business Strategy [Text] / M. Baye. – McGraw-Hill, 2006. – 620 p.
- Mansfield E. Managerial Economics [Text] / E. Mansfield. – W.W.Norton&Company, 1990. – 557 p.

Additional materials:

- Png I. Managerial Economics / Ivan Png // 2nd. ed., Blackwell Publishing. – 2002. – 569 p
- Hirschey M. Economics for managers [Text] / M. Hirschey. – Mason, OH : Thomson/South-Western, 2006. – XX, 745 p.

International marketing - Smirnova M.M.

1. Firm's motivation to internationalize and firm's competitiveness in global context.
2. Global marketing environment analysis.
3. Scope of international market entry strategies.
4. Global marketing program design and coordination.
5. Systematic market selection process and key decision steps.

Basic textbooks:

- Hollensen, Svend. Global Marketing: A decision-oriented approach. – 4th ed. – Prentice Hall. Harlow, England, 2007.
- Bradley, Frank. International Marketing Strategy. – 5th ed. – Prentice Hall. An imprint of Pearson Education: Harlow, England, 2005.

Management accounting for multinational companies - Baranov I.N.

1. Assigning overheads to production cost centers and products.
2. Operational and strategic activity – based costing.
3. Cost classification for decision-making.
4. Comparative analysis of national approaches to management accounting (US, Germany, France, Russia).
5. Using balanced scorecard for translating strategy to budgets and performance management.

Basic textbooks:

- Blocher E., Chen K., Cokins G., Lin T. Cost Management: A Strategic Emphasis. 2005.
- Drury C. Cost and Management Accounting. 2006.

International accounting and analysis - Volkov D.L.

1. Classifications of accounting standards, international accounting harmonization.
2. International Accounting Standards (IAS) and International Financial Reporting Standards (IFRS): overview, general principles, requirements to financial statements.
3. Analysis of liquidity and solvency of international company.
4. Analysis of business activity of international company.
5. Analysis of profitability of international company.

Basic textbooks:

- Choi F., Frost C., Meek G. International Accounting. 4th Int.ed. Prentice Hall/Pearson Education Int., 2002.
- Волков Д.Л. Финансовый учет: теория, практика, отчетность организации. — СПб.: Изд.дом С.-Петербур.ун-та, 2006.
- Волков Д.Л. Теория ценностно-ориентированного менеджмента. — СПб.: Изд.дом С.-Петербур.ун-та, 2006. Глава 6.

International operations management - Cherenkov V.I.

1. Techniques of exporting and importing.
2. International business operations: methods and forms.
3. Middlemen in International Trade.
4. International Knowledge Transfer.
5. Moving production and marketing abroad and international strategic alliances.
6. Leasing agreements (financial and operative) and management contracts.

Basic textbooks:

- R. Luostarinen, L. Welch. International Business Operations. Helsinki School of Economics. 1997
- Czinkota, M.R., Ronkainen, I.A. International Marketing. – The Dryden Press, Fort Worth, etc.

International finance - Ilina Ju. B.

1. International currency market. Spot- and forward markets.
2. International parity conditions in financial markets.
3. International debt markets.
4. International equity markets. Cross-listing on the world stock exchanges.
5. Currency derivatives (options, futures contracts) and their application for multinational companies, foreign exchange exposure and hedging.

Basic textbooks:

- Eun C., Resnick B. G. International Financial Management. 4-th ed. McGraw-Hill, 2007.
- Eiteman D.K., Stonehill A.I., Moffet M.H. Multinational Business Finance. 11-th ed. Pearson Education, Inc., 2007.

Quantitative research methods - Merkurjeva I.S.

1. Regression analysis and its application in business research.
2. Statistic hypothesis: types, testing principles and application in business research.
3. Forecasting methods and their application in business research.
4. Methods of decision making in uncertainty.

Basic textbooks:

- Anderson D., Sweeney D., Williams T. Statistics for Business and Economics, 9th ed. South-Western Education Publishing, 2005.

Additional materials:

- Wooldridge J. Introductory Econometrics: A Modern Approach. South-Western College Pub, 2005.