

Managing Human Resources in Central and Eastern Europe

Designed for the Edhec Business School



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Syllabus

I. The Central and Eastern European socio-economic environment

A rich and ancient history - The communist heritage - Ailing institutions - An inefficient legal framework

Exercise : Forming groups of homogeneous countries in terms of history, culture and socio-economic features

II. Managing Human Resources

Restructuring and current situation of financial and production systems - The workforce - Recruitment - Vocational education - Salaries and motivation – Leadership - HRM strategies.

Case study: “PRAGUE-PARIS FASHION” Cross-cultural aspects and HRM in a foreign-owned Czech company

Aims of the course

This course will aim at acquainting the participants with East-west European management issues.

The topics range from the political, cultural and economical issues to managing human resources, with a special focus on knowledge and skills, tools & techniques and specialized sources of information. The course is available on the internet, at the web address <http://www.centreurope.org>.

Bibliography

G. Hofstede, *Culture's consequences*, Sage, 1980.

R. Martin, *Transforming Management in Central and Eastern Europe*, Paperback - 1999.

P.-X. Meschi, *Longevity and Cultural Differences of International Joint Ventures: Toward Time-Based Cultural Management*, *Human Relations*, vol. 50, n°2, 1997.

W.R. Pendergast, *Transforming Management in Central Europe*, in R.C. Culpan et N. Kumar, *Transformation Management: Organizational Reforms in Post-Communist Countries*, Westport, CT, Greenwood Publishing, 1995.

W.H. Sears, A. Tamulionyte-Lentz, *Succeeding in Business in Central and Eastern Europe, A Guide to Cultures, Markets, and Practices*, Hardcover, 2001

V. Srica, *Managing people in Central Europe*, in T. Garrison, D. Rees, *Managing people across Europe*, Butterworth-Heinemann limited, 1994.

Note: this bibliography is only indicative. Browsing the given websites will prove more useful.

