

Sul Ross State University – Rio Grande College
MGMT 4345 – International Management – Summer I – 2016
Web Course

Instructor: Dr. Edison P. Moura
Office: Del Rio Faculty Building # 203 – Phone (830) 703-4840
Office Hours: By appointment
E-Mail: emoura@sulross.edu

Textbook: International Management – Culture, Strategy, & Behavior – 9th Edition
Authors: Fred Luthans and Jonathan P. Doe
Publisher: McGraw-Hill Education
ISBN: 978-0-07-786244-2

Course Description

A major challenge of international management is to respond and adapt effectively to different cultures. Such adaptation requires an understanding of cultural diversity, perceptions, stereotypes and values. In recent years a great deal of research has been conducted on cultural dimensions and attitudes, and the findings have proved useful in providing integrative profiles of international cultures.

In this course we will be examining the finding of recent research and the meaning of culture as it applies to international management. We will also be discussing the problems and opportunities involved in an international arena, including an examination of social, cultural, political, legal, and strategic forces affecting multinational companies (MNCs).

Course Competencies

After successfully completing this course students should demonstrate the following competencies:

1. Describe and apply the concept of “national culture” and, using the typologies of Hofstede, and Trompenaars, and explain how the culture of one group of people can be distinguished from that of another and the implications of these differences for international management.
2. Explain and understand the challenges of managing across cultures.
3. Understand and explain the relationship between national culture and organizational culture, integrate those concepts within the context of international management decision-making, and appreciate the challenges of diversity in the modern work environment.
6. Understand the importance of leadership in international management, including the role of different leadership types and practices and the importance of entrepreneurial and ethical and socially responsible leadership
7. Understand and describe the practices for recruiting, selecting, training and deploying employees internationally, including the challenges of expatriate placement and repatriation

Evaluation Policy

- Exam 1: June 13th (see class schedule)..... 50% of total grade
 - Exam 2: July 1th (see class schedule) 50% of total grade
- Total = 100%

Exams

Questions for the two exams will come from the assigned material in the textbook, videos and handouts discussing current events in international management.

Grading Scale

A = 90-100	
B = 80-89	D = 60-69
C = 70-79	F = bellow 60

Academic Integrity:

It is expected that students will display the highest standards of academic integrity; which includes but is not limited to not committing acts of plagiarism. For example: copying works of others or copying from the Internet and presenting the material as their own. Receipt of this syllabus serves as notice that no form of plagiarism will be tolerated in this course. Penalties may range from failure on the assignment to failure in the course, at the instructors discretion.

Blackboard

The weekly Power Point Presentation will be posted in the link "Power Points" and other course material will be posted on the "Course Documents" link of the Blackboard.

E-mail:

Our main form of communication is via E-mail so please make sure that your Sul Ross email is operational and check it frequently to be aware of any new assignments or other important information concerning this course.

Please do not hesitate to email or come to my office if you have questions related to the course. It is essential that you keep up with the material on a weekly basis. My office hours are flexible and if you make an appointment to see me I will make sure to be there.

American With Disabilities Act (ADA)

Sul Ross State University, Rio Grande College is committed to equal access in compliance with the American With Disabilities Act of 1973. It is the student's responsibility to initiate a request for accessibility service. Students seeking accessibility services must contact Kathy Biddick at 830-279-3003.

kbiddick@sulross.edu

Course Outline: MGMT 4345 – International Management – Summer 1 - 2016

Week of:

June 1 st	Chapter 4: The Meanings and Dimensions of Culture and Chapter 5: Managing Across Cultures
June 6 th	Chapter 6: Organizational Culture and Diversity Chapter 7: Cross-Cultural Communication and Negotiation
June 13 th	Exam 1: Chapters 4, 5, 6, and 7 will be available in the “Test, Quiz, Exam” link from 7:00 a.m. to 10:00 p.m. After 10:00 p.m. the link will no longer be available.
June 14 th	Chapter 12: Motivation Across Cultures
June 20 th	Chapter 13: Leadership Across Cultures
June 27 th	Chapter 14: Human Resource Selection and Development Across Cultures
July 1 st	Final Exam. Chapters 12, 13, and 14 will be available in the “Quiz, Test, Exam” link from 7:00 a.m. to 10:00 p.m. After 10:00 p.m. the link will no longer be available.

We will do our best to follow this schedule as much as possible, but changes may need to be made at the discretion of the instructor and will be communicated to the students, via Sulross email, as soon as possible.