

Management 3275 - 002
CRN: 22338
International Management
Spring 2017

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Office Hours: Mondays from 4:00-5:00 PM and by appointment

Mondays 5:00-7:45 PM
Location: BURNSN 121

Required Text:

International Management: Culture, Strategy, and Behavior. (9th Edition)

Authors: Luthans & Doh
ISBN: 9780077862442
Copyright: 2015
Publisher: McGraw Hill

Optional Text:

Strategic leadership across cultures: GLOBE study of CEO leadership behavior and effectiveness in 24 countries.

Authors: House, Dorfman, Javidan, Hanges, de Luque,
ISBN: 9781412995948
Copyright: 2013
Publisher: SAGE Publications

Supplemental Reading:

Distributed in class or Canvas throughout the semester.

Course Description: MGMT 3275. International Management (3).

Prerequisites: MGMT 3140 with grade of C or above.

Preparation for effective management in a world characterized by intense international competition. Case studies, projects, and presentations assist students to apply concepts and theories.

Course Objectives:

The purpose of this course is to provide students of international business and management with intensive exposure to the world of managing in the global environment. While the globalization of business has been taking place for centuries, the integration of economies, business, and commerce presents large and complex challenges for new and experienced managers. This course addresses many of the issues of managing in a global context. The course takes a broad view of the manager as decision maker. Through readings, cases, simulations, and projects, students will experience many of the challenges of operating in a global environment.

Methodology:

A combination of lecture, class discussion, case analysis, simulation exercises, in-class activities, self-assessments and video examples will be employed throughout the semester.

Participation and Attendance:

Active participation is critical to your success in this course. The best learning is that which you make personal, so you are encouraged to take ownership of your experience in this course.

Attendance is required for this course. There will be material covered in class that is not in the text, so the expectation is that you will arrive promptly and remain for the duration of each class session. Absences may be excused when appropriate documentation is provided from the Dean of Students Office. Whenever possible, you should notify the instructor in advance of your absence. All assignments must be submitted on or before the scheduled due date. Should you miss a class, this is not an excuse for late work.

Examinations and Grading:

Exams: There will be 3 exams (2 regular exams and one final), which are generally a combination of multiple choice and true-false questions. The focus of these exams will be on application of course material, so memorization will not be sufficient to score successfully. The intent of the exams is to assess your ability to articulate what you have learned and show that you can apply it to a variety of situations.

Group Country Report: Each group will be assigned a country. That group will brief the class on the complexities of conducting business in that country. Topics will include history, culture, economy, social norms and customs, and other information that would position a visiting executive from the US to feel successfully prepared for his or her first visit with a new client.

Quizzes: Quizzes will be short check-in points given throughout the semester. Your best 5 quiz grades will count. There are no make ups for missed quizzes.

GLO-BUS Simulation: Groups will co-manage a digital camera company in competition with companies run by other members of the class. The companies will compete in a global market arena, selling to camera retailers in four geographic regions: Europe-Africa, North America, Asia-Pacific, and Latin America.

Grading values:

Exam 1	100 points*
Exam 2	100 points*
Quizzes	100 points*
Comprehensive Final	150 points
GLO-BUS Simulation	200 points
Group Country Report	50 points
Total	600 points

Grading scale:

A = 540 points or more
B = 480 – 539.99 points
C = 420 – 479.99 points
D = 380 – 419.99 points
F = 379.99 points or less

*The lowest of these will be dropped from your final grade calculation.

Diversity and Inclusion:

The Belk College of Business strives to create an inclusive academic climate in which the dignity of all individuals is respected and maintained. Therefore, we celebrate diversity that includes, but is not limited to ability/disability, age, culture, ethnicity, gender, language, race, religion, sexual orientation, and socio-economic status.

Disability Accommodations:

If you have a disability that qualifies you for academic accommodations, please provide a letter of accommodation from the Office of Disability Services in the beginning of the semester. For more information regarding accommodations, please contact the Office of Disability Services at 704-687-4355 or stop by their office in 230 Fretwell.

Additional Campus Resources:

University Center for Academic Excellence: <http://ucae.uncc.edu>, Fretwell Building, 3rd Floor
“The UCAE consists of six units working in conjunction to attain a singular objective - to provide services, programs, materials, and academic support for students in order to satisfy, retain, and graduate them. Our units are: Tutorial Services, Supplemental Instruction, Building Educational Strengths & Talents (B.E.S.T.), Structured Study Groups, The Learning Lab, Students Obtaining Success (S.O.S.)”

UNC Charlotte Writing Resource Center: <http://wrc.uncc.edu>, Fretwell 220 and Atkins 109
“**Mission:** Based on the view that knowledge is fundamentally social, the WRC fosters an environment of active, collaborative learning outside the classroom. The WRC provides one-to-one writing instruction to students, faculty, and staff from first-year to graduate in any discipline. Our goal is not to fix papers, but to develop better writers.”

Counseling Center at UNC Charlotte: <http://www.counselingcenter.uncc.edu>, Atkins 158
“Supports the academic, personal, and interpersonal development of UNC Charlotte students by providing short-term individual and group counseling, psychological assessment, consultation for faculty, staff, parents, and students, and educational programs to the campus community.” And they “assist students with concerns of a personal nature by helping them develop better coping strategies, resolve conflicts and handle crisis situations. Typical concerns are depression, anxiety and stress, relationship issues, identity development, substance use problems, eating and body image issues.”

University Career Center: <http://career.uncc.edu>, Atkins 150
“To provide a comprehensive approach to career preparation and development with experiential learning as a key component resulting in an enhanced and engaged academic and life long career experiences for students.”

Belk College Student Center for Professional Development: 368 Friday
<http://belkcollege.uncc.edu/undergraduate-programs/student-center-professional-development>

Class Policies

1. **Read the syllabus before class, and before you leave each class in preparation for the next week;** it will help you identify questions you may have that will assist you in understanding how to proceed.
2. **Read assignments before class.** If you do not understand concepts in the readings, please ask questions in class or contact the instructor.
3. **Your positive participation in class is welcome, anticipated and expected.** Attending class is expected, and completing the assignments can create a base of knowledge for you to draw from for years. A significant amount of learning will occur from class discussions and information disseminated in class. Missing class will mean you miss vital information. This is a course where you can build skills to help you to be successful in your college career and in your professional pursuits.
4. **The best way to reach me is by email.** I strive to respond to email within 24 hours. To ensure I give your email priority, please put MGMT 3140 in the subject line.
5. **Late Work:** Assignments are due at the start of class. Late major assignments will be accepted with the following consequences: A deduction of 20% per day from the final grade. Items turned in after the start of class on the due date are counted as late.
6. **There are no makeup exams** (unless you have a documented excused absence from the Dean of Students).
7. **Academic Integrity:** Students have the responsibility to know and observe the requirements of The UNC Charlotte Code of Student Academic Integrity. This code forbids cheating, fabrication or falsification of information, multiple submissions of academic work, plagiarism, abuse of academic materials, and complicity in academic dishonesty. **If you are caught cheating in this class you will fail the class.**
8. **Proofreading:** All written assignments should be carefully proofread. Deductions will be made if you haven't followed directions, have spelling or grammar errors, and if your writing is poor. Please use the writing center if you recognize that this is an area of weakness for you.
9. **Cell Phone Usage:** Put your cell phones away while in class.
10. **Laptop Usage:** Feel free to use laptops for note taking. Other uses not related to our class discussion are prohibited.
11. **UNC Charlotte's Religious Accommodation Policy will be respected and adhered to:** "UNC Charlotte must authorize a minimum of two excused absences each academic year for religious observances required by the faith of a student. UNC Charlotte must provide students the opportunity to make up any tests or other work missed due to an excused absence for a religious observance. A "Request for Religious Observances" form that must be filled out by a requesting student and submitted to the instructor for approval prior to the census date for that semester. <http://legal.uncc.edu/policies/ps-134.html>

Tentative Course Schedule

Date	Topic/Assignment
M – 1/9	Course Overview Introduction to GLO-BUS
M – 1/16	Martin Luther King, Jr. Day
M – 1/23	GLO-BUS practice 1 (Completed by 11:59 PM on Monday, 1/23) GLO-BUS Quiz 1 (Completed by 11:59 PM on Monday, 1/23) Chapter 1: Globalization and the Global Economy
M – 1/30	GLO-BUS practice 2 (Completed by 11:59 PM on Sunday, 1/29) Chapter 2: The Political, Legal, and Technological Environment
M – 2/6	GLO-BUS – year 6 (Completed by 11:59 PM on Sunday, 2/5) Country Reports - Groups 1 and 2 Chapter 3: Ethics, Social Responsibility, and Sustainability
M – 2/13	GLO-BUS – year 7 (Completed by 11:59 PM on Sunday, 2/12) Country Reports - Groups 3 and 4 Exam 1 (Chapters 1-3)
M – 2/20	GLO-BUS – year 8 (Completed by 11:59 PM on Sunday, 2/19) Country Reports - Groups 5 and 6 Chapter 4: The Meanings/Dimensions of Culture Chapter 5: Managing Across Cultures
M – 2/27	GLO-BUS – year 9 (Completed by 11:59 PM on Sunday, 2/26) Country Reports - Groups 7 and 8 Chapter 6: Organizational Cultures and Diversity
M – 3/6	Spring Break
M – 3/13	GLO-BUS – year 10 (Completed by 11:59 PM on Monday, 3/13) GLO-BUS Quiz 2 (Completed by 11:59 PM on Monday, 3/13) Country Reports - Groups 9 and 10 Chapter 7: Cross-Cultural Communication and Negotiation
M – 3/20	GLO-BUS – year 11 (Completed by 11:59 PM on Sunday, 3/19) Country Reports - Groups 11 and 12 Exam 2 (Chapters 4-7)

- M – 3/27 GLO-BUS – year 12 (Completed by 11:59 PM on Sunday, 3/26)
Country Reports - Groups 13 and 14
Chapter 8: Strategy Formulation & Implementation
Chapter 9: Entry Strategies and Organizational Structures
- M – 4/3 GLO-BUS – year 13 (Completed by 11:59 PM on Sunday, 4/2)
Chapter 10: Managing Political Risk, Gov't Regulations, and Alliances
Chapter 11: Management Decision and Control
- M – 4/10 GLO-BUS – year 14 (Completed by 11:59 PM on Sunday, 4/9)
Chapter 12: Motivation Across Cultures
Chapter 13: Leadership Across Cultures
- M – 4/17 GLO-BUS – year 15 (Completed by 11:59 PM on Sunday, 4/16)
Class time dedicated to preparing GLO-BUS company presentation
- M – 4/24 Chapter 14: HR Selection and Development Across Cultures
Final Exam Review
- M – 5/1 **Comprehensive Final Exam**
- M – 5/8 Final Exam Period **(5 PM - 7:30 PM)**
GLO-BUS Company Presentations (Uploaded to Canvas by 5:00 on 5/8)
Course Wrap-up