

MGMT 3312 – International Management

Course Description/Overview

Description: This course is designed to develop the knowledge and skills needed to manage effectively in different cultures to ensure sustained competitive advantage, by applying management concepts and techniques in a multinational environment and adapting management practices to different economic, political, and cultural contexts.

Prerequisite Knowledge

Senior/Junior Standing

Course Technology

Basic knowledge of internet searches and basic use of Microsoft office products.

Class Meeting Times

MW 11:00 am -12:15 pm

Technical Support

The Technology Service Center (TSC) may be contacted by calling (325) 942-2911 or 1-866-942-2911 or by email at helpdesk@angelo.edu

Faculty/Instructor Information

Name: Rene Segoviano
Title: Senior Instructor
Office: Norris-Vincent 242
Phone: 325/374-6630
E-Mail: rene.segoviano@angelo.edu
Office Hours: MW 8:00 am – 11:00 am; TR 10:45 am – 11:45 am; or by appointment.

I will respond to any e-mail inquiries or telephone calls within 24 hours and on Monday if your message comes to me over the weekend. **Be sure to include the Course Name/Section and a telephone number where I might reach you in all your messages to me.**

Course Objectives

Learning Objectives:

Upon completion of this course, students will be able to...

1. To develop awareness for diverse viewpoints and ethical business practices.
2. Demonstrate an understanding of cultural differences that affect organizations and business

3. To apply course material to improve analytical and critical thinking skills.
4. To develop knowledge of Strategic Management (the formulations, implementation, evaluation and control of strategic plans.

Course Textbook and Required Readings

Course e-book and materials may be found on the University's Blackboard system at <http://blackboard.angelo.edu> . You will be guided through how to obtain the code needed to complete the Connect Assignments when you click on the first assignment.

You may also purchase the materials from the ASU bookstore.

PowerPoint slides are available on Blackboard.

Here is the order information for the Connect code which includes the e-book:
Luthans, International Management, 11e
Loose-leaf with Connect Access
ISBN: 9781264340576

Grading Policies

This course employs the following to measure student learning.

Grade Calculations	Percent of Grade	Due
Homework Assignments	10%	As per class schedule
Group Project	30%	As per class schedule
Exams	60%	As per class schedule

There are a total of 12 homework assignments. The completion date for each assignment is on the class schedule. You have adequate time to complete each assignment; therefore, **I will not give extensions** for any assignments that are not completed by the due date. If you have any questions about the grade recorded for the assignment, it is your responsibility to follow-up with me within 3 days after the due date of the assignment.

There will be three exams of 100 points and your overall exam grade will be the average of the four exams.

Angelo State University employs a letter grade system. Grades in this course are determined on a percentage scale:

A = 90 – 100 %

B = 80 – 89 %

C = 70 – 79 %

D = 60 – 69 %

F = 59 % and below.

Response Time

I will respond to questions and grading inquiries within 24 hours or by Monday if your message comes to me over the weekend.

Missed/Late Work

Any missed homework or exams will be given a zero. Keep up with the due dates for homework and exams as per the syllabus.

Attendance

Attendance is not directly factored into your class grade. However, it will factor into your individual grade on your team project. You would have to know the material and explanations from class in order to contribute to your team project. Absences greater than two are considered excessive. In addition, excessive absences are reported to the Office of Financial Aid for federal funding purposes.

Final Exam

There is no Final Exam for this class.

Course Policies

Facemask policy

As a member of the Texas Tech University System, Angelo State University has adopted the mandatory [*Facial Covering Policy*](#) to ensure a safe and healthy classroom experience. Current research on the COVID-19 virus suggests there is a significant reduction in the potential for transmission of the virus from person to person by wearing a mask/facial covering that covers the nose and mouth areas. Therefore, in compliance with the university policy students in this class are required to wear a mask/facial covering before, during, and after class. Faculty members may also ask you to display your daily screening badge as a prerequisite to enter the classroom. You are also asked to maintain safe distancing practices to the best of your ability. For the safety of everyone, any student not appropriately wearing a mask/facial covering will be asked to leave the classroom immediately. The student will be responsible to make up any missed class content or work. Continued non-compliance with the Texas Tech University System Policy may result in disciplinary action through the Office of Student Conduct.

Students requesting an exemption may need to wear a clear plastic face shield instead of a face mask. Students needing this accommodation should register with [Student Disability Services](#) and provide the appropriate documentation supporting this request. No accommodation exists that would exempt a student from wearing a mask/facial covering at any university-sponsored activity or event.

For religious or any other exemption-related questions, students should contact the [Office of Student Affairs](#).

Seating Chart

Please refer to the seating chart for your assigned seat. If we have a student that has symptoms and is referred to testing, we need to be able to notify those setting immediately around that student to monitor their health and potentially quarantine should the student test positive. It will also allow us to facilitate contact tracing. It cannot be stressed enough how important seating charts will be to our ability to complete this semester. Assigned seating is something that is negatively viewed by many, but COVID-19 doesn't care.

Academic Honesty and Integrity

Angelo State University expects its students to maintain complete honesty and integrity in their academic pursuits. Students are responsible for understanding and complying with the university Academic Honor Code, which is in both print and web versions of the ASU Student Handbook.

Academic integrity is expected. This includes, but is not limited to, any form of cheating, plagiarism, unauthorized sharing of work, or unauthorized possession of course materials. The professor assumes that all students can be trusted. Please do not violate this trust. Violation of academic integrity will result in a failing grade for the course.

It is the professor's intention to be as fair and impartial as is humanly possible. Therefore, all students will be asked to adhere to the same set of guidelines and rules UNLESS there are disabilities or documented extenuating circumstances that have been discussed with the professor and the Student Life Office. Please make sure you inform the professor as soon as any situation arises. Do NOT wait until the problem is compounded by poor class performance, poor attendance, etc.

Code of Ethics

Students, faculty, administrators and professional staff of the College of Business should always:

- Be forthright and truthful in dealings with all stakeholders
- Take responsibility for one's actions and decisions
- Serve as an example of ethical decision-making and behavior to others

- Admit errors when they occur, without trying to conceal them
- Respect the basic dignity of others by treating them as one would wish to be treated

Courtesy and Respect

Courtesy and respect are essential ingredients to this course. We respect each other's opinions and respect others points of view at all times while in our class sessions. The use of profanity and harassment of any form is strictly prohibited (Zero Tolerance), as are those remarks concerning one's ethnicity, life style, religion, etc., violations of these rules will result in appropriate disciplinary actions.

Accommodations for Disability

ASU is committed to the principle that no qualified individual with a disability shall, on the basis of disability, be excluded from participation in or be denied the benefits of the services, programs or activities of the university, or be subjected to discrimination by the university, as provided by the Americans with Disabilities Act of 1990 (ADA), the Americans with Disabilities Act Amendments of 2008 (ADAAA), and subsequent legislation.

Student Affairs is the designated campus department charged with the responsibility of reviewing and authorizing requests for reasonable accommodations based on a disability, and it is the student's responsibility to initiate such a request by emailing studentservices@angelo.edu, or by contacting:

Mrs. Dallas Swafford
Director of Student Development
Office of Student Affairs
University Center, Suite 112
325-942-2047 Office
325-942-2211 FAX
Dallas.Swafford@angelo.edu

Student absence for religious holidays

As stated in the Angelo State University Operating Policy and Procedures (OP 10.19 Student Absence for Observance of Religious Holy Day), a student who intends to miss class to observe a religious holy day should make that intention known in writing to the instructor prior to the absence. A student who is absent from classes for the observance of a religious holy day shall be allowed to take an examination or complete an assignment scheduled for that day within a reasonable time after the absence.

Course Drop

March 26, 5 pm, is the last day to drop or withdraw from this class.

To view information about how to drop this course or to calculate important dates relevant to dropping this course, you can visit

http://www.angelo.edu/services/registrar/office/course_drop_provisions.php.

Incomplete as a Course grade

As stated in the Angelo State University Operating Policy and Procedure (OP 10.11 Grading Procedures), the grade "I" is given when the student is unable to complete the course because of illness or personal misfortune. For undergraduates, an "I" that is not removed before the end of the next long semester automatically becomes an "F". A graduate student will be allowed one year to remove a grade of "I" before it automatically becomes an "F". To graduate from ASU, a student must complete all "I's".

Grade Appeal Process

As stated in the Angelo State University Operating Policy and Procedures (OP 10.03 Student Grade Grievances), a student who believes that he or she has not been held to appropriate academic standards as outlined in the class syllabus, has experienced inequitable evaluation procedures, or inappropriate grading practices, may appeal the final grade given in the course. The burden of proof is upon the student to demonstrate the appropriateness of the appeal. A student with a complaint about a grade is encouraged to first discuss the matter with the instructor. For complete details, including the responsibilities of the parties involved in the grade appeal process and the number of days allowed for completing the steps in the process, see Operating Procedure 10.03 at:

<http://www.angelo.edu/content/files/14196-op-1003-grade-grievance>.

MGMT 3312 (010) - Course Outline

		Assignment	Dates
Jan 19	Introduction		
Jan 24	Project Instructions/Form Teams/Assign Countries		
Jan 26	Work on Team Project/Online Assignment		
Jan 31	Chapter 1 – Globalization and International Linkages	Homework 1 – Chapter 1	Opens Jan 19; closes Feb 21 at midnight.
Feb 2	Work on Team Project/Online Assignment		
Feb 7	Chapter 2 – The Political, Legal, and Technological Environment	Homework 2 – Chapter 2	Opens Jan 19; closes Feb 21 at midnight.
Feb 9	Work on Team Project/Online Assignment		

Feb 14	Chapter 3 – Ethics, Social Responsibility, and Sustainability	Homework 3 – Chapter 3	Opens Jan 19; closes Feb 21 at midnight.
Feb 16	Work on Team Project/Online Assignment		
Feb 21	Exam 1 – F2F		
Feb 23	Work on Team Project/Online Assignment		
Feb 28	Chapter 4 – The Meanings and Dimensions of Culture	Homework 4 – Chapter 4	Opens Feb 22; closes Mar 28 at midnight.
Mar 2	Work on Team Project/Online Assignment		
Mar 7	Chapter 8 – Strategy Formulation and Implementation	Homework 5 – Chapter 8	Opens Feb 22; closes Mar 28 at midnight.
Mar 9	Work on Team Project/Online Assignment		
Mar 21	Chapter 10 - Managing Political Risk, Government Relations, and Alliances	Homework 9 – Chapter 10	Opens Feb 22; closes Mar 28 at midnight.
Mar 23	Work on Team Project/Online Assignment		
Mar 28	Exam 2 – F2F		
Mar 30	Work on Team Project/Online Assignment		
April 4	Chapter 14 – Human Resource Selection and Development Across Cultures	Homework 12 – Chapter 14	Opens Mar 29; closes April 20 at midnight.
April 6	Work on Team Project/Online Assignment		
April 11	Chapter 12 – Motivation Across Cultures	Homework 10 – Chapter 12	Opens Mar 29; closes April 20 at midnight.
April 13	Work on Team Project/Online Assignment		
April 18	Chapter 13 - Leadership Across Cultures	Homework 11 – Chapter 13	Opens Mar 29; closes April 20 at midnight.
April 20	Exam 3 – F2F		
April 25	Presentations		
April 27	Presentations		
May 2	Presentation		
May 4	Presentations		
May 9	No Final Exam		