

This syllabus is subject to change at the discretion of the instructor.

San José State University
School of Global Innovation & Leadership
BUS 162 Section 02 – International and Comparative Management
Fall 2015, T/TH – 9:00-10:15 AM, BCC 102

Contact Information:

Instructor: Professor Alexey V Semenov
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Office Phone:
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Office Hours:

Tuesday: 12:00 PM – 1:00 PM
Thursday: 12:00 PM – 1:00 PM
OR
BY APPOINTMENT

Prerequisites: COMM 100W or ENGL 100WB or LLD 100WB, BUS 187 or instructor consent.

COURSE DESCRIPTION:

Management functions and practices in an international context; comparison of management and business practices from various political and cultural perspectives; emphasis on what managers need to be aware of in order to perform in the international environment.

This course provides a comprehensive foundation for understanding, managing, and successfully interacting in today's complex, multinational and multicultural organizations. You will gain 1) an understanding of the key issues and challenges facing multinational enterprises in the management of their cross-border operations, particularly those of an intercultural nature; 2) insights into the historical, institutional, and cultural factors influencing management practices around the globe; and 3) an enhanced ability to work effectively with people from various cultures. The course provides in-depth country comparisons and offers skills for successfully working overseas. The course is designed with lectures, case analyses, experiential exercises, video film discussions, and possible guest speakers. The course covers a range of learning opportunities, including lectures, cases, video film discussions, group projects, and experiential exercises.

REQUIRED TEXTBOOK:

TEXTBOOK:

Luthans, F. and Doh, J. (2014) *International Management: Culture, Strategy, and Behavior*, 9th edn., McGraw-Hill. ISBN-13: 978-0077862442. The text, referred to as 'LD' in the syllabus, is available at the Spartan Bookstore.

OTHER READINGS

Academic journal articles, news articles, and other readings will be assigned during the course.

LEARNING OUTCOMES:

As a result of successful participation in the course, and assessed by completion of an in-depth country and current issue projects, students will achieve the following learning outcomes.

Course Learning Outcomes (CLO)

CLO1 Demonstrate knowledge of the influence of culture on management practices around the world and the implications of these on strategy and operations;

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- CLO2 Apply concepts of international management to effectively work in and lead a multicultural team of students;
- CLO3 Demonstrate in-depth country expertise relevant to international management;
- CLO4 Develop an essay that showcases research, analytical, and writing skills relevant to international management.

COURSE REQUIREMENTS AND ASSIGNMENTS

GRADE DETERMINATION:

Test #1 – September 17 th	20%
Test #2 – October 13 th	20%
Test #3 – December 16 th	20%
Individual Project	
- Presentation	5%
- Paper	5%
Group Content Project	
- Presentation	10%
- Paper	10%
Participation	10%
Total	100%

- **TESTS (60%)** - Three exams are designed to test your knowledge and understanding of key concepts covered in the class. The format of the exams will be a combination of multiple-choice and essay questions.
 - You are expected to read and understand material from the textbook as well as any additional material that instructor provides in class.
 - Tests will be based on the book's content as well as on our discussion and coverage in class.
- **INDIVIDUAL PROJECT (10%)** – Individuals will be assigned a country by the instructor based on preferences indicated at the beginning of class. Country assignments may be switched with other students or any unassigned countries, but will be finalized **by August 25th**. See Country Assignment Handout for details.
 - Presentation (5%). The Country Assignment presentation will be 8 slides in length, developed using PowerPoint, Keynote, or Prezi. Students need to e-mail the instructor a copy of their presentation **by 10:00 PM THE NIGHT BEFORE class** so that the instructor can post copies online for peer download. **No late submissions will be accepted.** The presentation will take place on the day assigned in the schedule, and should be no longer than 8 minutes.
 - Paper (5%). Students need to e-mail the instructor a copy of their paper for the Country Assignment **by 10:00 PM THE NIGHT BEFORE CLASS. No late submissions will be accepted.** This paper is to be between 3 and 4 pages, double-spaced and **has to include citations in the body of the paper as well as the separate reference section at the end of the paper.**
- **GROUP CONTENT ASSIGNMENT (20%)** –The instructor will provide each group with a current topic, and it is the duty of the group to teach the rest of the class the details of that global issue. Each topic will be a real life issue that is occurring or has recently occurred that shows the application of the content we are learning in class. **Each group**

should schedule a meeting with the instructor at least two weeks prior the presentation.

- Group Presentation (10%). The group presentation will be 30 minutes in length. While not all group members are required to speak, all are required to participate in the presentation in some way. The group is free to use any materials they feel would best educate the rest of the class on the subject. This includes, but is not limited to: Newspaper articles, video clips, audio clips, etc.
 - Group paper (10%). The paper should provide in-depth analyses of the current issue. The report should be 12-15 double-spaced pages in APA style and **has to include citations in the body of the paper as well as the separate reference section at the end of the paper.**
 - Students will assign a confidential grade to other group members at the end of the project which will affect an individual's group project grade as well as participation grades.
- **PARTICIPATION (10%)** - Class attendance is necessary in order to participate. This class will be interactive so students are expected to participate with their own ideas and concepts. Participation grade will depend on the following:
 - Individual participation in class
 - Participation in group assignments
 - Doing fair share of group work in group project
 - Respecting the instructor, your fellow students, and any other guests in class.

E-mail communication is the best way to get in touch with me. I will respond to all inquiries within 24 hours, except for on weekends and holidays. If you do not receive a reply within that time frame, please do not hesitate to resend.

This course will utilize Canvas, and students are expected to check in regularly for announcements and other course material.

Due Dates:

All assignments will be submitted on the due dates specified in the syllabus. Any changes need to be approved by the instructor. The instructor reserves the right to modify any of the material in the syllabus with notice given to course participants. Each student is responsible for obtaining all handouts, announcements, and schedule changes. Students are expected to be familiar with the content of the assigned chapter prior to covering it in class. This will stimulate interesting class discussions and will keep the course interactive. I reserve the right to give pop-quizzes and redistribute grade weighting should I detect that assigned readings are not being done as assigned.

LETTER GRADE EQUIVALENTS:

A	95-100%
A-	90-94.99%
B+	87-89.99%
B	84-86.99%
B-	80-83.99%
C+	77-79.99%
C	74-76.99%
C-	70-73.99%
D	64-69.99%
F	less than 64%

CLASSROOM PROTOCOL

All students are expected to display professionalism, in preparation for the business world. That means arriving on time, remaining quiet when others are speaking, and paying attention to whoever has the floor in the classroom. Please turn off your cell phones, and refrain from activities that disrupt the class (such as eating and walking in and out of the room while class is in session). If you use a computer in class, please use it only to take notes, to access course materials from the course webpage, or to locate information relevant to the class discussion. Do not use your computer to surf the web, check emails, or send/receive text messages, as these activities are distracting to those around you (and decrease your chances of getting the most out of your time in class).

COURSE MANAGEMENT:

The Learning Environment: Shared Expectations

Expectations for Students: Students will treat their classroom obligations as they would treat any serious professional engagement. That includes:

1. Preparing thoroughly for each session in accordance with the instructor's requests;
2. Arriving promptly and remaining until the end of each class meeting, except in unusual circumstances;
3. Participating fully and constructively in all classroom activities and discussions;
4. Displaying appropriate courtesy to all involved in the class sessions. Courteous behavior specifically entails communicating in a manner that respects, and is sensitive to, the cultural, racial, sexual and other individual differences in the SJSU community;
5. Adhering to deadlines and timetables established by the instructor; and
6. Providing constructive feedback to faculty members regarding their performance as an instructor. Students should be as objective in their comments about instructors as they expect instructors to be in their evaluations of students.

Expectations for Faculty: Faculty will treat their obligations for classes as they would treat any serious professional engagement. That includes:

1. Preparing thoroughly for class;
2. Punctuality in beginning class sessions, and expect under unusual circumstances, adherence to the established schedule for classes and exams;
3. Providing sufficient information and materials to enable students to prepare adequately for class;

4. Displaying appropriate courtesy to all involved in the class sessions. Courteous behavior specifically entails communicating in a manner that respects, and is sensitive to, the cultural, racial, sexual and other individual differences in the SJSU community;
5. Supplying timely information about student performance on projects, assignments, and examinations;
6. Providing constructive feedback to students concerning their performance. Faculty should be as objective in their feedback to students as they expect students as they expect students to be in their evaluation of faculty.

UNIVERSITY POLICIES

General Expectations, Rights and Responsibilities of the Student

As members of the academic community, students accept both the rights and responsibilities incumbent upon all members of the institution. Students are encouraged to familiarize themselves with SJSU's policies and practices pertaining to the procedures to follow if and when questions or concerns about a class arises. See [University Policy S90-5](http://www.sjsu.edu/senate/docs/S90-5.pdf) at <http://www.sjsu.edu/senate/docs/S90-5.pdf>. More detailed information on a variety of related topics is available in the [SJSU catalog](http://info.sjsu.edu/web-dbgen/narr/catalog/rec-12234.12506.html), at <http://info.sjsu.edu/web-dbgen/narr/catalog/rec-12234.12506.html>. In general, it is recommended that students begin by seeking clarification or discussing concerns with their instructor. If such conversation is not possible, or if it does not serve to address the issue, it is recommended that the student contact the Department Chair as a next step.

Dropping and Adding

Students are responsible for understanding the policies and procedures about add/drop, grade forgiveness, etc. Refer to the current semester's [Catalog Policies](http://info.sjsu.edu/static/catalog/policies.html) section at <http://info.sjsu.edu/static/catalog/policies.html>. Add/drop deadlines can be found on the current academic year calendars document on the [Academic Calendars webpage](http://www.sjsu.edu/provost/services/academic_calendars/) at http://www.sjsu.edu/provost/services/academic_calendars/. The [Late Drop Policy](http://www.sjsu.edu/aars/policies/latedrops/policy/) is available at <http://www.sjsu.edu/aars/policies/latedrops/policy/>. Students should be aware of the current deadlines and penalties for dropping classes. Information about the latest changes and news is available at the [Advising Hub](http://www.sjsu.edu/advising/) at <http://www.sjsu.edu/advising/>.

Consent for Recording of Class and Public Sharing of Instructor Material

[University Policy S12-7](http://www.sjsu.edu/senate/docs/S12-7.pdf), <http://www.sjsu.edu/senate/docs/S12-7.pdf>, requires students to obtain instructor's permission to record the course and the following items to be included in the syllabus:

- “Common courtesy and professional behavior dictate that you notify someone when you are recording him/her. You must obtain the instructor's permission to make audio or video recordings in this class. Such permission allows the recordings to be used for your private, study purposes only. The recordings are the intellectual property of the instructor; you have not been given any rights to reproduce or distribute the material.”
 - It is suggested that the greensheet include the instructor's process for granting permission, whether in writing or orally and whether for the whole semester or on a class by class basis.
 - In classes where active participation of students or guests may be on the recording, permission of those students or guests should be obtained as well.
- “Course material developed by the instructor is the intellectual property of the instructor and cannot be shared publicly without his/her approval. You may not publicly share or upload

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instructor generated material for this course such as exam questions, lecture notes, or homework solutions without instructor consent.”

Academic Integrity

Your own commitment to learning, as evidenced by your enrollment at San Jose State University. The University Academic Integrity Policy S07-2 at <http://www.sjsu.edu/senate/docs/S07-2.pdf> requires you to be honest in all your academic course work. Faculty members are required to report all infractions to the office of Student Conduct and Ethical Development. The [Student Conduct and Ethical Development website](http://www.sjsu.edu/studentconduct/) is available at <http://www.sjsu.edu/studentconduct/>.

Campus Policy in Compliance with the American Disabilities Act

If you need course adaptations or accommodations because of a disability, or if you need to make special arrangements in case the building must be evacuated, please make an appointment with me as soon as possible, or see me during office hours. [Presidential Directive 97-03](http://www.sjsu.edu/president/docs/directives/PD_1997-03.pdf) at http://www.sjsu.edu/president/docs/directives/PD_1997-03.pdf requires that students with disabilities requesting accommodations must register with the [Accessible Education Center](http://www.sjsu.edu/aec) (AEC) at <http://www.sjsu.edu/aec> to establish a record of their disability.

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**INTERNATIONAL AND COMPARATIVE MANAGEMENT – BUS 162-01
COURSE SCHEDULE
FALL 2015**

The schedule is subject to change with fair notice given through MYSJSU email.

Week	Date	Topic	Exam/Assignment
1	8/20(Th)	Introductions / Syllabus Review	Read LD Chapter 1
2	8/25(T)	Chapter 1 – Globalization and International Linkages	Review LD Chapter 1
	8/27(Th)	Chapter 1 – Globalization and International Linkages	Read LD Chapter 2
3	9/1(T)	Chapter 2 – The Political, Legal, and Technological Environment	Review LD Chapter 2
	9/3(Th)	Chapter 2 – The Political, Legal, and Technological Environment	Read LD Chapter 4
4	9/8(T)	Chapter 4 – The Meanings and Dimensions of Culture, 2 Country Presentations	Review LD Chapter 4
	9/10(Th)	Chapter 4 – The Meanings and Dimensions of Culture, 2 Country Presentations	Read Cultural Intelligence (Earley and Mosakowski, 2004)
5	9/15(T)	Cultural Intelligence (CQ)	Study for Test #1
	9/17(Th)	Test # 1 (20% of your grade); bring SCANTRON 886-E	Read LD Chapter 5
6	9/22(T)	Chapter 5 – Managing Across Cultures, 2 Country Presentations	Review LD Chapter 5
	9/24(Th)	Chapter 5 – Managing Across Cultures, 2 Country Presentations	Read LD Chapter 6
7	9/29(T)	Chapter 6 – Organizational Cultures and Diversity, 2 Country Presentations	Review LD Chapter 6
	10/1(Th)	Chapter 6 – Organizational Cultures and Diversity, 2 Country Presentations	Read LD Chapter 7
8	10/6(T)	Chapter 7 – Cross-Cultural Communication and Negotiation, 2 Country Presentations	Review LD Chapter 7
	10/8(Th)	Chapter 7 – Cross-Cultural Communication and Negotiation, 2 Country Presentations	Study for Test #2
9	10/13(T)	Test # 2 (20% of your grade); bring SCANTRON 886-E	Read LD Chapter 8
	10/15(Th)	Chapter 8 – Strategy Formulation and Implementation, 1 Country Presentation	Review LD Chapter 8
10	10/20(T)	Chapter 8 – Strategy Formulation and Implementation, 2 Country Presentations	Read LD Chapter 9
	10/22(Th)	Chapter 9 – Entry Strategies and Organizational Structure, 1 Country Presentation	Review LD Chapter 9
11	10/27(T)	Chapter 9 – Entry Strategies and Organizational Structure, 2 Country Presentations	Read LD Chapter 12
	10/29(Th)	Chapter 12 –Motivation Across Cultures, 1 Country Presentation	Review LD Chapter 12

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Week	Date	Topic	Exam/Assignment
12	11/3(T)	Chapter 12 –Motivation Across Cultures, 2 Country Presentations	Read LD Chapter 13
	11/5(Th)	Chapter 13 – Leadership Across Cultures, 1 Country Presentation	Review LD Chapter 13
13	11/10(T)	Chapter 13 – Leadership Across Cultures, 2 Country Presentations	
	11/12(Th)	7 Country Presentations	
14	11/17(T)	7 Country Presentations	
	11/19(Th)	3 Country Presentations, Group 1 Presentation	
15	11/24(T)	Group Presentations: Group 2 and Group 3	
	11/26(Th)	<i>No Class - Thanksgiving Holiday</i>	
16	12/1(T)	Group Presentations: Group 4 and Group 5	
	12/3(Th)	Group Presentations: Group 6 and Group 7	
17	12/8(T)	Group Presentations: Group 8 and Group 9	Study for Final Exam
	12/10 (TH)	Final Exam: Test # 3 (20% of your grade); bring SCANTRON 886-E	Test begins at 7:15 AM