Intercultural Management-13124 IBUS-2341

S8A 2022 Section 6589 3 Credits 06/06/2022 to 07/31/2022 Modified 06/02/2022

Course Meetings

Course Modality

Online Anytime (WW)

Traditional online course without scheduled meetings

Meeting Days

Optional Online WebEx Sessions

Meeting Times

Optional Online WebEx Sessions

Meeting Location

Optional Online WebEx Sessions

Welcome and Instructor Information

Instructor: Kathrine Morgan

Email: kathrine.morgan@hccs.edu

What's Exciting About This Course

Students will gain a general overview of the process and effect of internationalization in contemporary business, along with an introduction to theories, concepts and skills relevant to managing effectively in today's global environment. Students will be challenged to integrate knowledge they have gained from other business core courses and apply their accumulated knowledge to business case studies.

Students will engage in active research and analytical problem solving related to managing in the international environment. Research and SAP case studies will enhance students' academic and corporate sustainability.

My Personal Welcome

Welcome to IBUS 2341 - Intercultural Management

I am committed to advancing students' knowledge of international management. I believe that well-informed managers in the future will need to understand and appreciate the contexts of the global business environment. There are specific management challenges associated with difference cultures which must be considered. Successful managers understand the benefits of ethical, productive, value-creating actions.

Preferred Method of Contact

HCC email: kathrine.morgan@hccs.edu

Office Hours

Wednesday, 8:00 AM to 5:00 PM, via WebEx - Upon Request

Course Overview

Course Description

Cross-cultural comparisons of management and communications processes. Emphasizes cultural geographic distinctions and antecedents that affect individual, group, and organizational behavior. May include sociocultural demographics, economics, technology, political-legal issues, negotiations, and processes of decision making in the international cultural environment.

Requisites

IBUS 1301,ENGL 0300 or 0347

GUST 0342 (9th -11th Grade Reading) MATH 0306 (Basic Math Pre-Algebra)

Department Website

https://www.hccs.edu/programs/areas-of-study/business/international-business/

Core Curriculum Objectives (CCOs)

Course Student Learning Outcomes

1. Utilize a broad array of cross-cultural knowledge necessary for appropriate product development. 2. Utilize a broad array of cross-cultural knowledge necessary for marketing strategies. 3. Utilize a broad array of cross-cultural knowledge necessary for supervision of multicultural personnel in the United States or abroad. 4. Interpret cross- cultural communications cues through role playing and other problem solving situations.

Student Learning Outcomes and Objectives

Learning Objectives

Utilize a broad array of cross-cultural knowledge necessary for appropriate product development.

Utilize a broad array of cross-cultural knowledge necessary for marketing strategies. Utilize a broad array of cross-cultural knowledge necessary for supervision of multicultural personnel in the United States or abroad.

Interpret cross-cultural communications cues through role playing and other problem solving situations.

SCANS or Core Curriculum Statement and Other Standards Discuss the broad issues of international purchasing and sourcing.

Foundation Skills-Basic-Reading

Foundation Skills-Basic-Writing Foundation Skills-Basic-Mathematics Foundation Skills-Basic-Listening Foundation Skills-Basic-Speaking

Complete a project in sourcing specific items.

Foundation Skills-Basic-Reading Foundation Skills-Basic-Writing Foundation Skills-Basic-Mathematics Foundation Skills-Basic-Listening Foundation Skills-Basic-Speaking

Departmental Practices and Procedures

Department Specific Instructor and Student Responsibilities

Instructor and Student Responsibilities

As your Instructor, it is my responsibility to:

- Provide the grading scale and detailed grading formula explaining how student grades are to be derived
- Facilitate an effective learning environment through learner-centered instructional techniques
- Provide a description of any special projects or assignments
- Inform students of policies such as attendance, withdrawal, tardiness, and making up assignments
- Provide the course outline and class calendar that will include a description of any special projects or assignments
- Arrange to meet with individual students before and after class as required

As a student, it is your responsibility to:

- Attend class in person and/or online
- Participate actively by reviewing course material, interacting with classmates, and responding promptly in your communication with me
- Read and comprehend the textbook
- Complete the required assignments and exams
- Ask for help when there is a question or problem
- Keep copies of all paperwork, including this syllabus, handouts, and all assignments
- Attain a raw score of at least 50% on the final exam
- Be aware of and comply with academic honesty policies in the HCCS Student Handbook

Program-Specific Student Success Information

Student Success

Expect to spend at least twice as many hours per week outside of class as you do in class studying the course content. Additional time will be required for written assignments. The assignments provided will help you use your study hours wisely. Successful completion of this course requires a combination of the following:

- Reading the textbook
- Attending class in person and/or online
- Completing assignments
- Participating in class activities

There is no short cut for success in this course; it requires reading (and probably re-reading) and studying the material using the course objectives as a guide.

Instructional Materials and Resources

Instructional Materials

International Management: Culture, Strategy, and Behavior

11th Edition
By Fred Luthans and Jonathan Doh
ISBN10: 126026047X
ISBN13: 9781260260472
Copyright: 2021

Course Requirements

Assignments, Exams, and Activities

Type	Weight	Topic	Notes
Chapter Review	25%	Quiz (1 per section)	Quiz review of each of the 4 sections of the e-book.

Type	Weight	Topic	Notes
Research Case Study	25%		Case studies as assigned. Requires academic research.
SAP Case Studies	25%		Hands on w/ SAP ERP.
Final Exam	25%		Comprehensive exam, textbook and SAP

Instructor's Practices and Procedures

Incomplete Policy

In order to receive a grade of Incomplete ("I"), a student must have completed at least 85% of the work in the course. In all cases, the instructor reserves the right to decline a student's request to receive a grade of Incomplete.

Missed Assignments/Make-Up Policy

The due dates for the assignments will be specified when they are provided in Canvas. Late assignments will be penalized 10% per day (or fraction thereof). No assignment will be accepted three days past the due date.

All students will be required to take a comprehensive final exam consisting ~ 50 multiple choice questions, true/false and/or short answer questions. The exam will be in class via Canvas. Only 1 attempt is allowed.

Academic Integrity

Link to the HCC information about academic integrity (Scholastic Dishonesty and Violation of Academic Scholastic Dishonesty and Grievance):

https://www.hccs.edu/about-hcc/procedures/student-rights-policies--procedures/student-procedures/ (https://www.hccs.edu/about-hcc/procedures/student-rights-policies--procedures/student-procedures/)

Attendance Procedures

Attendance online is required. Students that miss the first 12.5% of any course (i.e. the period before the Official Date of Record/Approve Roster date) will be automatically dropped by HCC due to non-attendance. Students need to attend the first day of class and to log on to online classes on the first day of class. THIS IS A STATE OF TEXAS POLICY. It is not an instructor, department, or college created policy.

No makeups for exams or assignments, except in case of an emergency. No extra credit assignments will be given.

Student Conduct

This class requires students to work together in teams during the case studies. Group decision making is required, which is also how decisions like this are made in a corporate environment. Please work together to come up with a strategy and a process for handling differences of opinions, in a professional manner.

Instructor's Course-Specific Information

All students are expected to keep abreast of contemporary developments in global business by reading the Wall Street Journal or other major daily, as well as selectively reading various journals such as The Economist, Forbes, Fortune, Business Week, Foreign Affairs, Foreign Policy, and other journals.

Students will be required to have a computer, internet access, MS Word and Excel. Both MS Word & Excel are free downloads for HCC students. Smart phones are not sufficient for this class.

Devices

Students will be required to have a computer with reliable internet access. A mobile phone is not sufficient for this class. If you do not have a computer or internet access, please go to the nearest HCC campus and work from the computer lab.

Faculty Statement about Student Success

This course section will use Canvas (https://eagleonline.hccs.edu (https://eagleonline.hccs.edu/)) to supplement in-class assignments, exams, and activities. Please check Canvas often for updates and schedule changes. Turn on notifications to receive all schedule modifications via email.

HCCS Open Lab locations may be used to access the Internet and Canvas. For best performance, Canvas should be used on the current or first previous major release of Chrome, Firefox, Edge, or Safari. Because it's built using web standards, Canvas runs on Windows, Mac, Linux, iOS, Android, or any other device with a modern web browser.

Canvas only requires an operating system that can run the latest compatible web browsers. Your computer operating system should be kept up to date with the latest recommended security updates and upgrades.

🏛 HCC Policies and Information

HCC Grading System

HCC uses the following standard grading system:

Grade	Grade Interpretation	Grade Points
A	Excellent (90-100)	4
B	Good (80-89)	3
C	Fair (70-79)	2
D	Passing (60-69), except in developmental courses.	1
F	Failing (59 and below)	0
FX	Failing due to non-attendance	0
W	Withdrawn	0
I	Incomplete	0
AUD	Audit	0
IP	In Progress. Given only in certain developmental courses. A student must re-enroll to receive credit.	0
COM	Completed. Given in non-credit and continuing education courses.	0

Link to Policies in Catalog and Student Handbook

Here's the link to the HCC Catalog and Student Handbook: https://catalog.hccs.edu/ (https://catalog.hccs.edu/)

In it you will find information about the following:

- Academic Information
- Academic Support
- Attendance, Repeating Courses, and Withdrawal
- Career Planning and Job Search
- Childcare
- disAbility Support Services
- Electronic Devices
- Equal Educational Opportunity
- Financial Aid TV (FATV)
- General Student Complaints

- Grade of FX
- Incomplete Grades
- International Student Services
- Health Awareness
- Libraries/Bookstore
- Police Services & Campus Safety
- Student Life at HCC
- Student Rights and Responsibilities
- Student Services
- Testing
- Transfer Planning
- Veteran Services

Link to HCC Academic Integrity Statement

https://www.hccs.edu/student-conduct (https://www.hccs.edu/student-conduct) (scroll down to subsections)

Campus Carry Link

Here's the link to the HCC information about Campus Carry:

https://www.hccs.edu/campuscarry (https://www.hccs.edu/campuscarry)

HCC Email Policy

When communicating via email, HCC requires students to communicate only through the HCC email system to protect your privacy. If you have not activated your HCC student email account, you can go to HCC Eagle ID (https://www.hccs.edu/email) and activate it now. You may also use Canvas Inbox to communicate.

Office of Institutional Equity

Use the following link to access the HCC Office of Institutional Equity, Inclusion, and Engagement: https://www.hccs.edu/eeo (https://www.hccs.edu/eeo)

Ability Services

HCC strives to make all learning experiences as accessible as possible. If you anticipate or experience academic barriers based on your disability (including long and short term conditions, mental health, chronic or temporary medical conditions), please meet with a campus Abilities Counselor as soon as possible in order to establish reasonable accommodations. Reasonable accommodations are established through an interactive process between you, your instructor(s) and Ability Services. It is the policy and practice of HCC to create inclusive and accessible learning environments consistent with federal and state law. For more information, please go to https://www.hccs.edu/accessibility (https://www.hccs.edu/accessibility)

Title IX

Houston Community College is committed to cultivating an environment free from inappropriate conduct of a sexual or gender-based nature including sex discrimination, sexual assault, sexual harassment, and sexual violence. Sex discrimination includes all forms of sexual and gender-based misconduct and violates an individual's fundamental rights and personal dignity. Title IX prohibits discrimination on the basis of sex-including pregnancy and parental status in educational programs and activities. If you require an accommodation due to pregnancy please contact an Abilities Services Counselor. The Director of EEO/Compliance is designated as the Title IX Coordinator and Section 504 Coordinator. All inquiries concerning HCC policies, compliance with applicable laws, statutes, and regulations (such as Title VI, Title IX, and Section 504), and complaints may be directed to:

David Cross
Director EEO/Compliance
Office of Institutional Equity & Diversity
3100 Main
(713) 718-8271
Houston, TX 77266-7517 or Institutional.Equity@hccs.edu (mailto:Institutional.Equity@hccs.edu)

https://www.hccs.edu/titleix (https://www.hccs.edu/titleix)

Office of the Dean of Students

Contact the office of the Dean of Students to seek assistance in determining the correct complaint procedure to follow or to identify the appropriate academic dean or supervisor for informal resolution of complaints.

https://www.hccs.edu/about-hcc/procedures/student-rights-policies--procedures/student-complaints/speak-with-the-dean-of-students/ (https://www.hccs.edu/about-hcc/procedures/student-rights-policies--procedures/student-complaints/speak-with-the-dean-of-students/)

Student Success

Expect to spend at least twice as many hours per week outside of class as you do in class studying the course content. Additional time will be required for written assignments. The assignments provided will help you use your study hours wisely. Successful completion of this course requires a combination of the following:

- Reading the textbook
- Attending class in person and/or online
- Completing assignments
- Participating in class activities

There is no short cut for success in this course; it requires reading (and probably re-reading) and studying the material using the course objectives as a guide.

Canvas Learning Management System

Canvas is HCC's Learning Management System (LMS), and can be accessed at the following URL:

https://eagleonline.hccs.edu (https://eagleonline.hccs.edu)

HCCS Open Lab locations may be used to access the Internet and Canvas. For best performance, Canvas should be used on the current or first previous major release of Chrome, Firefox, Edge, or Safari. Because it's built using web standards, Canvas runs on Windows, Mac, Linux, iOS, Android, or any other device with a modern web browser.

Canvas only requires an operating system that can run the latest compatible web browsers. Your computer operating system should be kept up to date with the latest recommended security updates and upgrades.

HCC Online Information and Policies

Here is the link to information about HCC Online classes, which includes access to the required Online Information Class Preview for all fully online classes: https://www.hccs.edu/online/ (https://www.hccs.edu/online/)

Scoring Rubrics, Sample Assignments, etc.

Look in Canvas for the scoring rubrics for assignments, samples of class assignments, and other information to assist you in the course. https://eagleonline.hccs.edu/ (https://eagleonline.hccs.edu/)

Instructor and Student Responsibilities

As your Instructor, it is my responsibility to:

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- Facilitate an effective learning environment through learner-centered instructional techniques
- Provide a description of any special projects or assignments
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- Provide the course outline and class calendar that will include a description of any special projects or assignments
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As a student, it is your responsibility to:

- Attend class in person and/or online
- Participate actively by reviewing course material, interacting with classmates, and responding promptly in your communication with me
- Read and comprehend the textbook
- Complete the required assignments and exams
- Ask for help when there is a question or problem
- Keep copies of all paperwork, including this syllabus, handouts, and all assignments
- Be aware of and comply with academic honesty policies in the HCCS Student Handbook (https://www.hccs.edu/studenthandbook)

Sensitive or Mature Course Content

In this college-level course, we may occasionally discuss sensitive or mature content. All members of the classroom environment, from your instructor to your fellow students, are expected to handle potentially controversial subjects with respect and consideration for one another's varied experiences and values.

EGLS3

The EGLS^3 (Evaluation for Greater Learning Student Survey System (https://www.hccs.edu/egls3)) will be available for most courses near the end of the term until finals start. This brief survey will give invaluable information to your faculty about their teaching. Results are anonymous and will be available to faculty and division chairs after the end of the term. EGLS^3 surveys are only available for the Fall and Spring semesters. -EGLS3 surveys are not offered during the Summer semester due to logistical constraints.

https://www.hccs.edu/egls3 (https://www.hccs.edu/egls3)

Housing and Food Assistance for Students

Any student who faces challenges securing their foods or housing and believes this may affect their performance in the course is urged to contact the Dean of Students at their college for support. Furthermore, please notify the professor if you are comfortable in doing so.

This will enable HCC to provide any resources that HCC may possess.

Student Resources

Tutoring

HCC provides free and convenient academic support, in a large variety of subjects, to HCC students in both an online environment and in-person on campus. Tutoring is provided by HCC personnel in order to ensure that it is appropriate. Visit the HCC Tutoring Services website for more information at https://hccs.edu/tutoring (https://hccs.edu/tutoring).

Libraries

The HCC Library System consists of 9 libraries and 6 Electronic Resource Centers (ERCs) that are inviting places to study and collaborate on projects. Librarians are available both at the libraries and online to show you how to locate and use the resources you need. The libraries maintain a large selection of electronic resources as well as collections of books, magazines, newspapers, and audiovisual materials. The portal to all libraries' resources and services is the HCCS library web page at https://library.hccs.edu (https://library.hccs.edu/).

Supplementary Instruction

Supplemental Instruction is an academic enrichment and support program that uses peer-assisted study sessions to improve student retention and success in historically difficult courses. Peer Support is provided by students who have already succeeded in completion of the specified course, and who earned a grade of A or B. Find details at https://www.hccs.edu/supplemental-instruction (https://www.hccs.edu/supplemental-instruction)

Resources for Students:

https://www.hccs.edu/covid19students (https://www.hccs.edu/covid19students)

Basic Needs Resources:

https://www.hccs.edu/support-services/counseling/hcc-cares/basic-needs-resources/ (https://www.hccs.edu/support-services/counseling/hcc-cares/basic-needs-resources/)

Student Basic Needs Application:

https://www.hccs.edu/basicneeds (https://www.hccs.edu/basicneeds)

COVID-19

Here's the link to the HCC information about COVID-19:

https://www.hccs.edu/covid-19 (https://www.hccs.edu/covid-19)

Instructional Modalities

In-Person (P)

Safe, face-to-face course with scheduled dates and times

Online on a Schedule (WS)

Fully online course with virtual meetings at scheduled dates and times

Online Anytime (WW)

Traditional online course without scheduled meetings

Hybrid (H)

Course that meets safely 50% face-to-face and 50% virtually

Hybrid Lab (HL)

Lab class that meets safely 50% face-to-face and 50% virtually

Copyright Statement

In order to uphold the integrity of the academic environment and protect and foster a cohesive learning environment for all, HCC prohibits unauthorized use of course materials. Materials shared in this course are based on my professional knowledge and experience and are presented in an educational context for the students in the course. Authorized use of course materials is limited to personal study or educational uses. Material should not be shared, distributed, or sold outside the course without permission. Students are also explicitly forbidden in all circumstances from plagiarizing or appropriating course materials. This includes but is not limited to publically posting quizzes, essays, or other materials. This prohibition extends not only during this course, but after. Sharing of the materials in any context will be a violation of the HCC Student Code of Conduct and may subject the student to discipline, as well as any applicable civil or criminal liability. Consequences for unauthorized sharing, plagiarizing, or other methods of academic dishonesty may range from a 0 on the specified assignment and/or up to expulsion from Houston Community College. Questions about this policy may be directed to me or to the Manager of Student Conduct and Academic Integrity.

Course Calendar

Syllabus Modifications

The instructor reserves the right to modify the syllabus at any time during the semester. Please turn on notifications in Canvas, you will be notified via email of all changes.

WEEK	TOPIC	ASSIGNMENT
1	1. Globalization and International Linkages	WebEx Class Overview Q&A
	2. The Political, Legal, and Technological Environment	
	3. Ethics and Social Responsibility	
2	Chapter Review 1-3	Quiz 1
3	4. The Meanings and Dimensions of Culture	SAP Case Study 1
	5. Managing Across Culture	WebEx HCC Library Resources
	6. Organizational Culture and Diversity	
	7. Cross-Culture Communication and Negotiation	
4	Chapter Review 4-8	Quiz 2, SAP Case Study 2
5	8. Strategy Formulation and Implementation	WSJ Research Case Study
	9. Entry Strategies and Organizational Structures	
	10. Managing Political Risk, Government Relations, and Alliances	
	11. Management Decision and Control	
6	12. Motivation Across Cultures	Quiz 3
	13. Leadership Across Cultures	
	14. Human Resource Selection & Development Across Cultures	
7	Chappter Review	Quiz 4, SAP Case Study 3
8	Comprehensive Final Exam	Textbook & SAP

Additional Information

Departmental/Program Information

Add Content Here

Process for Expressing Concerns about the Course

If you have concerns about any aspect of this course, please reach out to your instructor for assistance first. If your instructor is not able to assist you, then you may wish to contact the Department Chair.