



The University of Southern Queensland

Course specification

The current and official versions of the course specifications are available on the web at <http://www.usq.edu.au/coursespecification/current>.
Please consult the web for updates that may occur during the year.

Description: International Management

Subject	Cat-nbr	Class	Term	Mode	Units	Campus
MGT	3001	87451	1, 2009	ONC	1.00	Toowoomba

Academic group:	FOBUS
Academic org:	FOB004
Student contribution band:	3A
ASCED code:	080399

STAFFING

Examiner: Cec Pedersen
Moderator: Ronel Erwee

OTHER REQUISITES

Students are required to have access to a personal computer, e-mail capabilities and Internet access to USQConnect. Current details of computer requirements can be found at <http://www.usq.edu.au/ict/students/standards/default.htm>.

SYNOPSIS

This course examines the dynamics and challenges that today's managerial leaders increasingly face as the worlds of business, work and organisational life become more 'globalised' and internationally integrated. Increasingly managerial leaders are required to do their work across borders and cultures, spanning national and international boundaries, and engaging with people and systems that sometimes differ vastly. Organisations that operate in such international contexts thus require those people who take on management and leadership roles to have competencies that are different and particularly built around cross-cultural and transnational mindsets and capabilities. This course allows for the development of such competencies. The overall focus is on general management of organisations that operate in diverse and multicultural environments, but because people are so central to organisational success, the leadership and people management challenges in such transnational contexts are emphasised. Global and cultural contextual issues are addressed as well as issues related to international human resource management. In particular also, the relevant leadership challenges in such an international environment are explored in order to develop competencies and capabilities in managing and leading people in cross-national contexts. Similarities and differences in relation to particular management and leadership issues across countries in different parts of the world are therefore also covered. Whilst there are no pre-requisite courses for MGT3001, it is a third-year level course and students enrolling should be mindful that the content and assessment is at third-year level.

OBJECTIVES

The course objectives define the student learning outcomes for a course. The assessment item/s that may be used to assess student achievement of an objective is/are shown in parentheses after each objective. On successful completion of this course, students should be able to:

1. understand the concept of globalisation and the importance of the legal, cultural, socio-economic and political frameworks in international management (Online assessment, Assignment, Examination)
2. analyse sources of diversity within international societies and understand and provide examples of their impacts on international management and leadership (Online assessment, Assignment, Examination)
3. identify and apply best practice models for challenges such as expatriate and local staffing recruitment and planning; models for cross-cultural training of international managers; performance evaluation for international managers; and international compensation policies (Online assessment, Examination)
4. explain influences that are impacting on the careers of international managers and develop a global mindset to manage: the competitive process; complexity; organisational adaptability; multicultural teams; uncertainty; and personal and organisational learning (Examination).

TOPICS

	Description	Weighting (%)
1.	Global, social, cultural and political/legal structures for business	25.00
2.	Management and leadership in diverse and multicultural environments	20.00
3.	Global management issues	20.00
4.	Global business management and leadership challenges	20.00
5.	International management competencies	15.00

TEXT and MATERIALS required to be PURCHASED or ACCESSED

ALL textbooks and materials are available for purchase from USQ BOOKSHOP (unless otherwise stated). Orders may be placed via secure internet, free fax 1800642453, phone 07 46312742 (within Australia), or mail. Overseas students should fax +61 7 46311743, or phone +61 7 46312742. For costs, further details, and internet ordering, use the 'Textbook Search' facility at <http://bookshop.usq.edu.au> click 'Semester', then enter your 'Course Code' (no spaces).

Deresky, H & Christopher, E 2008, *International management: managing across borders and cultures*, Pearson Education, Sydney, Australia.

REFERENCE MATERIALS

Reference materials are materials that, if accessed by students, may improve their knowledge and understanding of the material in the course and enrich their learning experience.

Adler, N 2002, *From Boston to Beijing: managing with a world view*, Thomson South-Western, Cincinnati, Ohio.

D'Netto, B, Smith, D & Da Gama Pinto, C 2000, *Diversity management: benefits, challenges and strategies*, Department of Immigration & Multicultural Affairs, Canberra, Australia.

Hofstede, G 2001, *Difference and danger: cultural profiles of nations and limits of tolerance*, *International HRM: managing diversity in the workplace*, M Albrecht, Blackwell Business, Oxford.

Kramar, R 2000, *Managing diversity: challenges and future directions*, *Management and organisational behaviour: contemporary challenges and future directions*, Weisner, R & Millett, B (eds), Jacaranda Wiley, Milton, Queensland.

McFarlin, D & Sweeny, P 2006, *International management: strategic opportunities and cultural challenges*, 3rd edn, Houghton Mifflin, Boston, Massachusetts.

Patrickson, M & O'Brien, P 2001, *Managing diversity: an Asian and Pacific focus*, John Wiley & Sons, Milton, Queensland.

Saeed, J 2005, *Managing organizations in a global economy: an intercultural perspective*, Thomson South-Western, Mason, Ohio.

Trompenaars, F & Hampden-Turner 2006, *Riding the waves of culture: understanding cultural diversity in business*, 2nd edn, Nicholas Brealey Publishing, London.

(reprinted with corrections)

Verma, A, Kochan, TA & Lansbury, RD 1995, *Employment relations in the growing Asian economies*, Routledge, London.

STUDENT WORKLOAD REQUIREMENTS

ACTIVITY	HOURS
Assessments	50.00
Directed Study	50.00
Private Study	60.00

ASSESSMENT DETAILS

Description	Marks out of	Wtg (%)	Due date
ONLINE ASSESSMENT 1	5.00	5.00	30 Mar 2009
WRITTEN ASSIGNMENT	40.00	40.00	24 Apr 2009
ONLINE ASSESSMENT 2	5.00	5.00	27 Apr 2009
ONLINE ASSESSMENT 3	5.00	5.00	25 May 2009
ONLINE ASSESSMENT 4	5.00	5.00	08 Jun 2009
EXAM PART A (MULTI-CHOICE)	10.00	10.00	END S1 (see note 1)
EXAM PARTS B & C	30.00	30.00	END S1

NOTES

1. The examination is scheduled to be held in the end-of-semester examination period. Students will be advised of the official examination date for Exam (Parts A, B and C) after the timetable has been finalised. The total working time for Exam (Parts A, B and C) is 2 hours.

IMPORTANT ASSESSMENT INFORMATION

- 1 Attendance requirements:
It is the students' responsibility to attend and participate appropriately in all activities (such as lectures, tutorials, laboratories and practical work) scheduled for them, and to study all material provided to them or required to be accessed by them to maximise their chance of meeting the objectives of the course and to be informed of course-related activities and administration.
- 2 Requirements for students to complete each assessment item satisfactorily:
To satisfactorily complete an individual assessment item a student must achieve at least 50% of the marks. (Depending upon the requirements in Statement 4 below, students may not have to satisfactorily complete each assessment item to receive a passing grade in this course.)
- 3 Penalties for late submission of required work:
If students submit assignments after the due date without prior approval of the examiner, then a penalty of 5% of the total marks gained by the student for the assignment may apply for each working day late up to ten working days at which time a mark of zero may be recorded.
- 4 Requirements for student to be awarded a passing grade in the course:
To be assured of receiving a passing grade a student must achieve at least 50% of the total weighted marks available for the course.
- 5 Method used to combine assessment results to attain final grade:
The final grades for students will be assigned on the basis of the aggregate of the weighted marks obtained for each of the summative assessment items in the course.
- 6 Examination information:
This is a restricted examination. Candidates are allowed access to specific materials during the examination. The only materials that candidates may use in the restricted examination for this course are: writing materials (non-electronic and free from material which could give the student an unfair advantage in the examination); dictionary - students whose first language is not English, may take an appropriate unmarked non-electronic translation dictionary (but not technical dictionary) into the examination room. Dictionaries with any handwritten notes will not be permitted. Translation dictionaries will be subject to perusal and may be removed from the candidate's possession until appropriate disciplinary action is completed if found to contain material that could give the candidate an unfair advantage.
- 7 Examination period when Deferred/Supplementary examinations will be held:
Deferred examinations for this course will be held during the next examination period.
- 8 University Regulations:
Students should read USQ Regulations 5.1 Definitions, 5.6 Assessment, and 5.10 Student Academic Misconduct for further information and to avoid actions which might contravene university regulations. These regulations can be found at <http://www.usq.edu.au/corporateservices/calendar/part5.htm>. Students should also read the Faculty of Business Policies and Procedures which can be found at <http://www.usq.edu.au/business/aboutfob.htm>.

ASSESSMENT NOTES

- 1 Assignments: (i) The due date for an assignment is the date by which a student must despatch the assignment to the USQ. The onus is on the student to provide proof of the despatch date, if requested by the examiner. (ii) Students must retain a copy of each item submitted for assessment. This must be produced within 24 hours if required by the

- examiner. (iii) The examiner may grant an extension of the due date of an assignment in extenuating circumstances. Students may apply for an assignment extension by personally contacting the examiner before the due date. Such applications should be in writing and include supporting documentary evidence. Alternatively the contact could be by phone or e-mail but documentary evidence will still be expected. The authority for granting extensions rests with the examiner. (iv) The examiner will not accept submission of assignments by facsimile.
- 2 Referencing in assignments: Harvard (AGPS) is the referencing system required in this course. Students should use Harvard (AGPS) style in their assignments to format details of the information sources they have cited in their work. The USQ library provides advice on how to format information sources using this system. Details can be found at http://www.usq.edu.au/library/help/ehelp/ref_guides/harvard.htm and http://www.usq.edu.au/library/help/ehelp/ref_guides/harvardonline.htm.

OTHER REQUIREMENTS

- 1 Computer, e-mail and Internet access: Students are required to have access to a personal computer, e-mail capabilities and Internet access to USQConnect. Current details of computer requirements can be found at <http://www.usq.edu.au/ict/students/standards/default.htm>.
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