The University of Southern Queensland

Course specification

Description: International Management

Subject | Cat-nbr | Class | Term | Mode | Units | Campus
--- | --- | --- | --- | --- | --- | ---
MGT | 3001 | 40181 | 1, 2005 | EXT | 1.00 | Toowoomba

Academic group: FOBUS
Academic org: FOB003
Student contribution band: 2
ASCED code: 080399

STAFFING
Examiner: Ronel Erwee
Moderator: Cec Pedersen

SYNOPSIS
This course examines cross-national management requirements that impact on all aspects of a firm's performance both within and across national and international boundaries. Globalisation's essential feature is that organisations manufacture, service, employ and market to populations with different laws, different beliefs and different levels of socio-economic development. International managers need to develop the competencies to analyse these differences and be able to formulate appropriate policies with respect to international operations such as staff management and the conduct of international expansion. Students work in virtual teams or individually to compile an analysis about the similarities and differences in relation to particular management issues across countries such as China, Hong Kong, Singapore, Malaysia, Japan, Indonesia, India, Philippines, Thailand, New Zealand or Australia. The course allows students to apply some of their understanding of management and related disciplines by examining varying contexts in the management in different countries. Individual students also investigate diversity management practices in different countries and make recommendations to a company.

OBJECTIVES
On successful completion of this course students will be able to:

1. identify significant issues involved in comparing management policies and practices in selected countries;
2. understand the importance of the legal, cultural, socio-economic and political frameworks in international comparisons of management; and
3. contrast and compare how diversity issues are managed on company level and make recommendations on how it affects human resource management in two countries.
### TOPICS

<table>
<thead>
<tr>
<th>Description</th>
<th>Weighting (%)</th>
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<tbody>
<tr>
<td>1. Models of international management and comparative frameworks</td>
<td>20.00</td>
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<td>2. Culture and international management</td>
<td>20.00</td>
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<tr>
<td>3. Diversity in workforces and legal frameworks</td>
<td>20.00</td>
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<td>4. Strategies for internationalising companies</td>
<td>10.00</td>
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<tr>
<td>5. International human resource management</td>
<td>20.00</td>
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<tr>
<td>6. Your international management career</td>
<td>10.00</td>
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</tbody>
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### 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).

Online Students do not have access to hardcopy library material and will be expected to purchase any set textbooks. Textbooks may be purchased through the USQ Bookshop web site: http://bookshop.usq.edu.au/


### 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.


(revised edition)


(http://www.usq.edu.au/faculty/business/departments/hrm/HRMJournal/Welcome.htm)


**STUDENT WORKLOAD REQUIREMENTS**

<table>
<thead>
<tr>
<th>ACTIVITY</th>
<th>HOURS</th>
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<tbody>
<tr>
<td>Assessment</td>
<td>50.00</td>
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<tr>
<td>Directed Study</td>
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<tr>
<td>Private Study</td>
<td>60.00</td>
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**ASSESSMENT DETAILS**

<table>
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<tr>
<th>Description</th>
<th>Marks out of</th>
<th>Wtg(%)</th>
<th>Due date</th>
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<tbody>
<tr>
<td>ASSIGNMENT 1</td>
<td>50.00</td>
<td>50.00</td>
<td>14 Apr 2005</td>
</tr>
<tr>
<td>ASSIGNMENT 2</td>
<td>50.00</td>
<td>50.00</td>
<td>03 Jun 2005</td>
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**IMPORTANT ASSESSMENT INFORMATION**

1 Attendance requirements:
   If you are an international student in Australia you are advised to attend all classes at your campus. Failure to attend may infringe the conditions of your student visa. For all other students, there are no attendance requirements for this course. However, it is the students' responsibility 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 complete each of the assessment items satisfactorily, students must obtain at least 50% of the marks available for each assessment item.

3 Penalties for late submission of required work:
If students submit assignments after the due date without prior approval then a penalty of 20% of the total marks available for the assignment will apply for each working day late.

4 Requirements for student to be awarded a passing grade in the course:
To be assured of receiving a passing grade a student must submit all of the summative assessment items and achieve at least 50% of the available weighted marks for those items.

5 Method used to combine assessment results to attain final grade:
The final grades for students will be assigned on the basis of the weighted aggregate of the marks (or grades) obtained for each of the summative assessment items in the course.

6 Examination information:
There is no examination in this course.

7 Examination period when Deferred/Supplementary examinations will be held:
Not applicable.

8 University Regulations:
Students should read USQ Regulations 5.1 Definitions, 5.6. Assessment, and 5.10 Academic Misconduct for further information and to avoid actions which might contravene University Regulations. These regulations can be found at the URL http://www.usq.edu.au/corporateservices/calendar/part5.htm. Students should also read the Faculty of Business Guide to Policies and Procedures of the Faculty which can be found at the URL http://www.usq.edu.au/handbook/current/buspolproc.html.

ASSESSMENT NOTES

9 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 five days 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 at least two weeks 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 normally only accept assessments that have been written, typed or printed on paper-based media. (v) The Examiner will not accept submission of assignments by facsimile.