The University of Southern Queensland

Course specification

This version produced 20 Dec 2007.
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

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<th>Subject</th>
<th>Cat-nbr</th>
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<td>MGT</td>
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<td>1, 2007</td>
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Academic group: FOBUS
Academic org: FOB003
Student contribution band: 2
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/handbook/current/busgeninfo.html

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

<table>
<thead>
<tr>
<th>Description</th>
<th>Weighting (%)</th>
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<tbody>
<tr>
<td>1. Global, social, cultural and political/legal structures for business</td>
<td>25.00</td>
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<tr>
<td>2. Management and leadership in diverse and multicultural environments</td>
<td>20.00</td>
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<tr>
<td>3. Global management issues</td>
<td>20.00</td>
</tr>
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<td>4. Global business management and leadership challenges</td>
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<td>5. International management competencies</td>
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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).


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.

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


Kramar, R 2000, Managing diversity: contemporary challenges and issues, Contemporary challenges in organisational behaviour, Jacaranda Wiley, Milton, Qld.


### STUDENT WORKLOAD REQUIREMENTS

<table>
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<tr>
<th>ACTIVITY</th>
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<tbody>
<tr>
<td>Assessment</td>
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<td>Private Study</td>
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### ASSESSMENT DETAILS

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<tr>
<th>Description</th>
<th>Marks out of</th>
<th>Wtg(%)</th>
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<td>ONLINE ASSESSMENT 1</td>
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<td>5.00</td>
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<tr>
<td>ONLINE ASSESSMENT 2</td>
<td>5.00</td>
<td>5.00</td>
<td>26 Apr 2007</td>
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<td>WRITTEN ASSIGNMENT</td>
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<td>03 May 2007</td>
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<tr>
<td>ONLINE ASSESSMENT 3</td>
<td>5.00</td>
<td>5.00</td>
<td>24 May 2007</td>
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<td>ONLINE ASSESSMENT 4</td>
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<td>5.00</td>
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<td>2 HOUR EXAMINATION</td>
<td>40.00</td>
<td>40.00</td>
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**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 after the timetable has been finalised.

### IMPORTANT ASSESSMENT INFORMATION

1. Attendance requirements:
   
   If you are an international student in Australia, you are advised to attend all classes at your campus. 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 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 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 assessment
   items and 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
   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

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 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.
OTHER REQUIREMENTS

1 Learning resources: Prescribed texts and materials (see above); recommended reference materials (see above); printed Introductory Book and Study Book; and course Website accessible via USQConnect.