

**Lone Star College Cy-Fair**  
**International Comparative Management**  
**IBUS 2341**  
**SPRING 2008**

**Mondays 6:00 PM- 9:10 PM**

**Room: T-203**

**Instructor Contact Information:**

**Instructor: Nick Hauser**

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**Houston, TX 77208-0077**

**Office Hours: By Appointment**

**Office: LRNC-208**

**Course Description**

**A study of cross-cultural comparisons of management and communications processes. Emphasis on cultural geographic distinctions and antecedents that affect individual, group; and organizational behavior. Topics include sociocultural demographic, economic, environment of cluster countries and their relationship to organizational communication and decision making. Fulfills multicultural requirement.**

**Opportunities for Learning**

**Completion of this course will result in the student being able to:**

- **The ability to envision and implement the vision of thinking globally and acting locally**
- **the ability to manage change and transition**
- **the ability to manage cultural diversity, to be culturally adept and comfortable with cross-cultural influences**
- **the ability to understand and function in flexible organization structures, including the ability to deal with stress and ambiguity**
- **Introduction to the Case method, designed to encourage independent thinking**

**Resources:**

**Required Text: Harris, P.R., Moran, R.T., Moran, S.V., Managing Cultural Differences, Seventh edition, Elsevier, 2004**

**Print Resources:The following professional trade journals feature scholarly articles on international management and culture:**

**Foreign Affairs**

**Harvard Business Review**

**Journal of International Business Studies**

**Journal of Management**



**Class participation will be based on attentiveness, attendance, oral mastery of material in the required text and evidence of reading supplemental periodicals, journals or electronic sites.**

**Cross Cultural Evaluation: The student will be asked to present a report on one of three options**

- 1) a specific business/cultural activity at organizations such as the Houston Forum, World Affairs Council of Houston, Asia Society, or relevant Chamber of Commerce.**
- 2) interview a Deputy Consul outside of normal class hours at one of the Houston's Areas Consulates.**
- 3) review an assigned article.**

**The two Exams will be based on required text material plus information presented in handouts labeled as Chapter background material.**

**The Case studies will be based a specific problem that will draw out a response from the student based on independent thinking. One will be written and one an oral presentation.**

**The Team Case Study project will be based on a business case plus supplemental material and will exemplify a global business problem dealing with global management issues. The Written section will be a report to management and will cover a clear presentation of the facts along with a recommendation for further action. The oral presentation will be a half hour Team presentation in class. Each member of the Team will make a presentation in predetermined assigned roles.**

**The Team Case Study is mandatory in lieu of a final exam and no make-up will be provided. Failure to participate in the Team Case study will result in an F for the course, regardless of prior performance. All students will be given ample opportunity to complete all class assignments, therefore there will be *NO* make-up. Further, there will be no extra-credit assignments.**

**Students are responsible for attending and receiving ALL course activity materials. This course involves a number of in-class and take-home activities. If the student cannot attend, it is the student's responsibility to coordinate with other students in the class to receive the handouts. They cannot be emailed.**

**Electronic Document Compatibility:**

***MS Word or MS PowerPoint is the only acceptable electronic document formats.* No other document format is acceptable, including assignments in the body of an email. Any assignments received that do not conform will receive a score of 0 for the assignment. The student is responsible for creating back-ups of all course work during the semester.**

**Exams:**

All students will be given ample opportunity to complete all class assignments, therefore there will be *NO* make-up exams. Cell phones and beepers:

Mute all cell phones and beepers. In emergencies please leave the classroom before responding.

**Schedule:**

**Module 1 --- Cultural Impacts on Global Management**

- January 14 Introduction and Global Framework (Handouts) and Global Leaders and Culture, Communications, Harris, et. al. Chapters 1,2
- January 21 MLK DAY No Lone Star College - Cy-Fair Classes
- January 28 **Assignment 1 due**  
Leadership Negotiations & Management, Harris, et. al., Chapters 3-4  
Global Change Management (Handouts)  
Class Discussion : Bhiwar Industries

**Module 2 --- Leadership in A Global Enterprise**

- February 4 **Assignment 2 Due**  
Cultural Impacts on Global Management, Women as Leaders, Diversity Harris, et. al., Chapters 5-7  
Global Leadership Assessment  
Silent Language of Overseas Business (handout)  
Culture Consequences (handouts)
- February 11 **Assignment 3 Due**  
Effective Performance in a Global Marketplace , Harris, et. al. Chapter 8

**February 18 Exam 1 (Module 1 –Harris, et. al. plus Global Framework plus Global Change Management, Silent Language & Culture Consequence)**

- February 25 Cultural Synergy Harris et. al Chapter 9  
Global Ethical Issues (handout)  
Active Learning (Handout)  
Politics in Organizations (handout)

- March 3 Global Alliances (handout)  
Class Discussion: Footwear International (handout)  
**Exam 2 (Module 2- Harris et al plus Global Alliances, Ethics, Active Learning)**

**March 10**      **Break NO Classes**

### **Module 3**      **Regional Culture Specifics**

- March 17      **Regional Cultural Specifics Harris, et. al. , Chapter 11-12**  
**Class Discussion : When Culture Counts & When It Doesn't**
- March 24      **Case 1 Due**  
**Harris et.al, Chapter 13-15**  
**Class Discussion: Manners Europe**  
**Guest Speaker: Doing Business with the English and Dutch**
- March 31      **Harris et.al, Chapter 16**  
**Class Discussion: Urban Architecture**  
**Class Discussion: Leading Across Cultures--China**
- April 7      **Class Discussion: International Bank of Malaysia**  
**Case 2 Oral Presentations**
- April 14      **Case 2 Oral presentations**  
**Wiki's and Myspace-Business Impacts on Culture and Global Operations**
- April 21      **Class Discussion: Doing Business in Russia**  
**Team Case Study:Written Presentation Due**
- April 28      **Team Case Study: Oral Presentations**  
**Cross Cultural Evaluation Report Due**

### **Lone Star College - Cy-Fair and Lone Star College District Policies**

#### **Academic Integrity**

Lone Star College - Cy-Fair is committed to a high standard of academic integrity in the academic community. In becoming a part of the academic community, students are responsible for honesty and independent effort. Failure to uphold these standards includes, but is not limited to, the following: plagiarizing written work or projects, cheating on exams or assignments, collusion on an exam or project, and misrepresentation of credentials or prerequisites when registering for a course. Cheating includes looking at or copying from another student's exam, orally communicating or receiving answers during an exam, having another person take an exam or complete a project or assignment, using unauthorized notes, texts, or other materials for an exam, and obtaining or distributing an unauthorized copy of an exam or any part of an exam. Plagiarism means passing off as his/her own the ideas or writings of another (that is, without giving proper credit by documenting sources). Plagiarism includes submitting a paper, report or project that someone else has prepared, in whole or in part. Collusion is inappropriately collaborating on assignments designed to be completed independently. These definitions are not exhaustive. When there is clear evidence of cheating, plagiarism, collusion or misrepresentation, disciplinary action may include but is not limited to: requiring you to retake or resubmit an exam

or assignment, assigning a grade of zero or "F" for an exam or assignment; or assigning a grade of "F" for the course. Additional sanctions including being withdrawn from the course, program or expelled from school may be imposed on a students who violate the standards of academic integrity.

### **Americans with Disabilities Act Statement**

**Lone Star College - Cy-Fair is dedicated to providing the least restrictive environment for all students. We promote equity in academic access through the implementation of reasonable accommodations as required by the Vocational Rehabilitation Act of 1973, Title V, Section 504 and the Americans with Disabilities Act of 1990 (ADA) which will enable students with disabilities to participate in and benefit from all post-secondary educational activities.**

If you require reasonable accommodations because of a physical, mental, or learning disability, please contact the Assistant Dean for Student Services who will provide you with forms you need to request accommodations. Upon completion of the forms, please notify your instructor as soon as possible and preferably before the end of the first two weeks of class to arrange for reasonable accommodations.

### **Computer Virus Protection**

Computer viruses are, unfortunately, a fact of life. Using diskettes on more than one computer creates the possibility of infecting computers and diskettes with a computer virus. This exposes the computers of the college, your personal computer, and any others you may be using to potentially damaging viruses. The college has aggressive anti-virus procedures in place to protect its computers, but cannot guarantee that a virus might not temporarily infect one of its machines. It is your responsibility to protect all computers under your control and use and ensure that each diskette you use, whenever or wherever you use it, has been scanned with anti-virus software. Since new viruses arise continually, your anti-virus software must be kept current. And, since no anti-virus software will find every virus, keeping backup copies is extremely important.

**Evaluation of Instructor** Instructors at Lone Star College - Cy-Fair are evaluated in several ways. Students provide input for each course they take in a semester. The college deans review these evaluations. The deans also complete an evaluation of the instructor and may visit each instructor's class at some time during the semester to observe the instructional environment provided by the instructor.

### **Equal Opportunity Statement**

It is the policy of the Lone Star College District to provide equal employment, admission and educational opportunities without regard to race, color, religion, national origin, sex, age, or disability.

Lone Star College District Colleges strive to provide an excellent learning environment free from harassment or intimidation directed at any person's race, color, religion, national origin, sex, age, or disability. Any form of harassment will not be tolerated.

### **Final Examinations**

A final evaluation activity will occur during the published final evaluation period. The appropriate associate dean must approve any variation to this schedule.

Guaranteed Graduate Policy

**Lone Star College District guarantees that graduates of its Associate of Arts, Associate of Science, or Associate of Applied Science and all Certificate programs,**

**providing under certain circumstances, additional education and training tuition free to students lacking appropriate mastery of specified competencies. For additional information, refer to the Lone Star College District catalog.**

### **Internet and E-mail**

The District provides computing and network resources to students. You are encouraged to use the computers, software packages, and electronic mail (e-mail) for educational or District-related activities and to facilitate the efficient exchange of useful information. However, the equipment, software, and network capacities provided through the district computer services are and remain the property of the District. Use of the equipment and networks is to comport with the policies and procedures of the District and access may be denied to any student who fails to comply with the District's policies and procedures regarding its use.

Access to the District's e-mail and similar electronic communications systems are a privilege and certain responsibilities accompany that privilege. All users are expected to demonstrate the same level of ethical and professional manner, as is required in face-to-face or written communications. Anonymous or forged messages will be treated as a violation of this policy.

### **Software Piracy**

Law strictly prohibits unauthorized copying of software purchased by Lone Star College - Cy-Fair for use in laboratories. Lone Star College - Cy-Fair administration will take appropriate disciplinary action against anyone violating copyright laws.

### **Withdrawal Policy**

Withdrawal from the course after the official day of record and prior to "W" Day, (see current catalog for this date) will result in a final grade of "W" on your transcript. No credit will be awarded for a course earning a "W". If you stop attending class, you must withdraw at the registration office prior to "W" day. If you stop attending class and do not officially withdraw, you will receive an "F" for the course.