

University of Hawaii-West Oahu
Global Management and Organizational Behavior (BUSA386)
Fall 2013 Online Course Syllabus

Class Schedule:

August 26, 2013- December 6, 2013 (Online). This is an Internet class, using Elluminate (a.k.a. Blackboard Collaborate) on Thursdays (12:30 pm-1:50 pm). Attendance is required on Thursdays. Access the class through <https://laulima.hawaii.edu>. Use your UH user name and password to log in. Online help is available by clicking on the Help link at <http://uhwo.hawaii.edu/dltutorials>

Required Texts:

Luthans, F., & Doh, J. (2012). *International Management: Culture, Strategy and Behavior* (8th ed.). New York, NY: McGraw-Hill Irwin

APA 6th Edition: American Psychological Association (2010). *Publication manual of the American psychological association* (6th ed.). Washington, D.C.: American Psychological Association.

APA 6th Edition Website: <http://www.apastyle.org>

Professor: Dr. Stefanie D. Wilson, Professor of Business

Professor Bio:

Prior to the full professor capacity at University of Hawaii West Oahu, I have held educational and business positions which include undergraduate, graduate and information systems technology business chair for the University of Phoenix for five years, and marketing management capacities for over 17 years at Motorola, Inc. In these positions, I gained a wealth of organizational, managerial and leadership expertise. At Motorola, my experience entailed managing global product portfolios and introducing products such as paging, two-way radios, cellular phones and satellite communications systems worldwide. I have also managed marketing communication budgets totaling millions of dollars to support product launches that were global in scope. At University of Phoenix, managing academic programs was my primary focus. I earned my Bachelor of Science in Business Management degree from Hampton Institute, Masters degree in Business Administration with specializations in International Business and Marketing from the University of Miami, and Doctor of Management in Organizational Leadership degree from the University of Phoenix.

E-Mail: Use the Laulima "email link" provided, and be sure to select the send to as message. This way the email will appear on the Laulima system and will be sent to my attention.

Office: D-117

Phone: (808) 689-2334

Availability:

I am available to meet with each student, both individually or in-groups to answer questions or offer any assistance needed. Preferred method of contact is via email (using the Laulima "email" link provided) anytime. I can also be reached via phone on Wednesdays and Thursday (except holidays) from 2:00 pm-3:00 pm HST at (808) 689-2334 or in the office by appointment.

Course Description:

This course involves analysis of theories and concepts underlying domestic and global organizations including behavioral and personnel issues. Emphasis on leadership, teamwork, and cultural differences, particularly in (but not limited to) the Asia-Pacific Region.

Learning Outcomes: To insure educational quality and curricular coherence, the University of Hawaii West Oahu has identified standards appropriate for upper-division students. Students at UH West Oahu are expected to apply certain educational skills towards mastering material in an academic major and concentration. These skills are listed in a set of General Education, Divisional, Concentration and Student Learning Outcomes.

UHWO General Education Learning Outcomes (GELO)

GELO-1: Written Communication: Demonstrate clear and effective writing about relevant information for an intended audience.

GELO-2: Oral Communication: Demonstrate clear and effective speaking skills about relevant information when communicating with an intended audience.

GELO-3: Symbolic Reasoning: Expose students to the beauty and power of formal systems, as to their clarity and precision.

GELO-4: Global and Multicultural Perspective: Demonstrate knowledge of different cultures, civilizations, and global events associated with human history.

GELO-5: Arts, Humanities and Literature: Demonstrate knowledge of artistic and philosophical endeavor through study of works or primary sources drawn from diverse media, genres and historical periods.

GELO-6: Hawaiian-Asian-Pacific Issues: Demonstrate knowledge of Hawaiian-Asian-Pacific issues.

GELO-7: Social and Natural Science Literacy: Demonstrate knowledge of the purview, processes and contributions associated with different social and natural scientific disciplines.

GELO-8: Contemporary Ethical Issues: Analyze a dilemma, issue or topic to develop an ethical judgment, argument or position.

Divisional Learning Outcomes (DLO)

DLO-1: Demonstrate critical thinking, research, and communication skills, as applied to organizations.

DLO-2: Explain cultural context of organizations operating in a global environment.

DLO-3: Demonstrate the knowledge and skills necessary for responsible mgt. and leadership positions.

DLO-4: Demonstrate the ethical and behavioral skills for effective job performance.

Concentration Learning Outcomes (CLO)

CLO-1: Demonstrate effective writing about strategic management in APA format.

CLO-2: Demonstrate an understanding of methods of managing in a dynamic, global environment.

CLO-3: Demonstrate an understanding of how principles of strategic mgt are applied in organizations.

CLO-4: Demonstrate knowledge specific to the areas of general business to include: leadership, entrepreneurship, human resource management, or operations.

Student Learning Outcomes (SLO)

SLO-1: Demonstrate knowledge of global management and the role of the global manager. (DLO-2) (CLO-2)

SLO-2: Describe the four dimensions of culture proposed by Hofstede. (DLO-2) (CLO-2)

SLO-3: Demonstrate knowledge of the role and relative importance of relationship building in different countries. (DLO-3) (CLO-3)

SLO-4: Demonstrate knowledge of international entry strategies to include advantages and critical success factors.. (DLO-2) (CLO-2)

Credit Hours: The UHWO credit hour policy states that students in a 3-credit course are expected to devote a minimum of nine hours per week on course related work (see UHWO General Catalog). In accordance with the UHWO Credit Hour Policy, the work assigned to achieve the stated student learning outcomes for this course meets the credit hours that would be required for a comparable in-person course section. To achieve adequate learning in this course, it is expected that students will devote a minimum of nine hours a week for this course to effectively complete the required reading, assignments and exams.

Course Requirements:

ASSIGNMENT (SLO 1-4) PERCENTAGE

Assignment: Global Management & Organizational Behavior Research Paper 30%
(Due date: To be determined by Monday, September 9) Refer to page ten in this course syllabus for additional details regarding the assignment.

Exams: (SLO 1-4)
4 Exams (Chapters 1-14): Ten percent for each exam. 40%
The quiz will include 40 multiple choice and/or true false questions from the text required reading, designated chapters noted below. The exam will be available by 5 a.m. on the designated day below as you will have up to 1 ½ hours to complete the exam. **The exam must be taken by 11:55 pm on the designated date below or you will not earn points for the exam.**

September 20-23 Exam One: (Text: Luthans & Doh, Chapters 1-3)
October 18-21 Exam Two: (Text: Luthans & Doh, Chapters 4-7)
November 15-18 Exam Three: (Text: Luthans & Doh, Chapters 8-11)
December 6-9 Exam Four: (Text: Luthans & Doh, Chapters 12-14)

Discussion Questions (SLO 1-4) 20%
You may earn up to five points for each discussion question (DQ) response totaling up to 20% (or 20 points) out of 100%. The DQ must be posted by 11:55 p.m. on the designated date below, as no points will be earned for late discussion question postings. Note: Be sure to cite the source appropriately (per APA guidelines) when paraphrasing or directly quoting to avoid point deductions.

September 21: DQ1. Define globalization as stated in the course text by Luthans and Doh. Explain how globalization has affected different world regions, and give an example to support your rationale.

October 19: DQ2: Describe the four dimensions of culture proposed by Geert Hofstede. In your response include an example of one of the four dimensions (to include a country where the dimension is demonstrated).

November 9: DQ3: How does explicit communication differ from implicit communication? State one culture that makes wide use of explicit communication and one culture that make wide use of implicit communication. Support your response with an example regarding the culture that makes wide use of implicit or explicit communication.

November 23: DQ4: State one potential problem that must be overcome when using multicultural, diverse teams in today's organizations. State one recognized advantage of using multicultural, diverse teams in today's organizations. Give an example to support your rationale regarding the potential problem that must be overcome or the recognized advantage when using multicultural, diverse teams.

Participation (During weekly Thursday dialogues) 10%

Total Points 100%

Accommodations for Students with Disabilities

The University of Hawaii West Oahu is committed to providing equal access to its academic courses, educational programs, and related activities. Reasonable and appropriate accommodations will be made available to individuals with disabilities. Students with disabilities who will require auxiliary aids and special services must identify themselves to the Student Services Office when they are admitted and disclose the nature of their disability so that arrangements can be made for appropriate assistance. Any students with a documented disability who would like to request accommodations should contact ADA Advisor, Janice Takaki at (808) 689-2689 and refer to the 2012-2013 UH West Oahu General Catalog, Persons with Disabilities section on page 31 for additional information.

Grading Scale:

Individual grade totals will be computed at the end of the semester based on the following University of Hawaii West Oahu grading scale.

A	95%-100%	C+	77%-79.99%	D-	60%-63.99%
A-	90%-94.99%	C	74%-76.99%	F	Below 60%
B+	87%-89.99%	C-	70%-73.99%		
B	84%-86.99%	D+	67%-69.99%		
B-	80%-83.99%	D	64%-66.99%		

How I Grade Papers:

30% on Content and Development
10% on Organization
20% on Format
20% on Punctuation, Grammar, Spelling
20% on Readability and Style
(Note: Refer to page 12 for additional details)

Assignment Required Writing Format:

Assignment Required Writing Format:

It is assumed that all students will perform professionally in preparing work for this class. All papers will be typed, double-spaced, spell-checked, and grammar-checked and prepared in APA format. Students, your assignments should adhere to the APA guidelines as stipulated in the APA 6th edition publications manual. **For this course, the running head, abstract, and headings (level one and two) are required for each assignment.** (Note: The assignment page count excludes the title page, abstract page and reference page(s). Please refer to the, Sample APA Paper (located in the Lualima "Resources" link for this course), the APA website (<http://www.apastyle.org>) or the APA 6th edition for additional comments and details. Refer to pages 62-63 in the APA 6th edition manual regarding headings.

Individual written assignments must include **a minimum of five sources (published 2007 to date). The sources must be stated on the reference page(s) and properly cited.**

Outside sources of reference must be identified and clearly stated how the source has been used per APA guidelines. Failure to do so is considered plagiarism. Plagiarism is not tolerated by the university, as it is considered cheating. Plagiarism on any course assignment may result in earning an F for the course.

Discussion Question (DQ) Expectations and Due Dates

Discussion Question (DQ)

Discussion question postings should be 200-250 words. Discussion question postings are to take place only in the Main Lulima (Discussion & Private Messages Link). For this course, you will be required to post your discussion questions separately. If you would like to respond to your colleagues discussion question response, that is permissible. **However, your discussion question response must be posted as a separate posting to receive a grade for your discussion question posting.**

To post your discussion question response separately the process is as follows:

1. Click on the discussion question (DQ) link provided in the "Discussion and Private Messages" link. In this case it will be Discussion Question One
2. Click on New Topic
3. In the subject box, title the new topic "Discussion Question One: (Your first and last name)"
For example: Discussion Question One: Stefanie Wilson
4. Type in your Discussion Question One response
5. When you have completed your Discussion Question One response, at the bottom on the page click the submit link.

Unlike your Global Management and Organizational Behavior paper (required for this course), your discussion question postings are not required to adhere to specific formatting requirements. However, your discussion question posting should be in paragraph format, and be sure to proofread carefully before posting your discussion question response. Grammar and spelling errors will impact your grade earned for the discussion question response.

Discussion Question Due Dates

Discussion question postings are due by the dates as stipulated on pages three, six through eight of this course syllabus. Each discussion question response is due by 11:55 p.m. on the due date as stipulated. The discussion question response will be considered late if not posted by 11:55 p.m. No points will be earned for late discussion question postings, unless approved by your instructor in advance. Be sure to post your discussion question response in a timely manner.

Attachments

Use an attachment for the Global Management and Organizational Behavior course assignment. However, post discussion question responses in the body of the Lulima system, as they should not be posted as an attachment.

Late Papers:

All assignments are expected to be turned in on time. Assignments are considered on time when the Lulima system indicates a time stamp by 11:55 p.m. Hawaii Standard Time (HST) on the assignment due date. If you know you will be offline the day an assignment is due, please make sure to submit it early.

Late assignments are accepted for this course, and will be penalized with a 30% grade deduction for each day late unless you have made prior arrangements with me. Late assignments posted more than 2 days after the assignment due date will not be reviewed for feedback as no points will be earned for the assignment. In short, if the assignment is due on September 1, and the assignment is posted on September 4, the assignment will not be reviewed for feedback, and no points will be earned for the assignment. No assignments can be accepted after the last day of instruction (December 6, 2013). Feedback on each assignment will be posted to you via Lulima by seven days after the assignment due date.

Extra credit assignments and incompletes will not be granted for this course.

Due Date

Course Topic(s)

Week of: August 25

8/29: Review of Course Syllabus

Week of: September 1

Required Reading: **Chapter One (Text: Luthans and Doh)**
Chapter One: Globalization and International Linkages

9/5: Dialogue Chapter One (via Elluminate)

Week of: September 8

Required Reading: **Chapter Two (Text: Luthans and Doh)**
Chapter Two: The Political, Legal, and Technological Environment

9/12: Dialogue Chapter Two (via Elluminate)

Week of: September 15

Required Reading: **Chapter Three (Text: Luthans and Doh)**
Chapter Three: Ethics and Social Responsibility

9/19: Dialogue Chapter Three (via Elluminate)

DQ1: Due by September 21. (By 11:55 p.m.)

DQ1. Define globalization as stated in the course text by Luthans and Doh. Explain how globalization has affected different world regions, and give an example to support your rationale.

Exam I (Part I-Chapters 1-3)

The exam must be taken on September 20-23 by 11:55 p. m.

40 multiple choice questions from the required text reading relating to chapters one, two, and three. (Text: Luthans and Doh)

Week of: September 22

Required Reading: **Chapter Four (Text: Luthans and Doh)**
Chapter Four: The Meanings and Dimensions of Culture

9/26: Dialogue Chapter Four (via Elluminate)

Due Date

Course Topic(s)

Week of: September 29

Required Reading: Chapter Five (Text: Luthans and Doh)

Chapter Five: Managing Across Cultures

10/3: Dialogue Chapter Five (via Elluminate)

Week of: October 6

Required Reading: Chapter Six (Text: Luthans and Doh)

Chapter Six: Organizational Cultures and Diversity

10/10: Dialogue Chapter Six (via Elluminate)

Week of: October 13

Required Reading: Chapter Seven (Text: Luthans and Doh)

Chapter Seven: Cross-Cultural Communication and Negotiation

10/17: Dialogue Chapter Seven (via Elluminate)

DQ2: Due by October 19. (By 11:55 p.m.)

DQ2: Describe the four dimensions of culture proposed by Geert Hofstede. In your response include an example of one of the four dimensions (to include a country where the dimension is demonstrated).

Exam II (Part II-Chapters 4-7)

The exam must be taken on October 18-21 by 11:55 p. m.

40 multiple choice questions from the required text reading relating to chapters four, five, six and seven. (Text: Luthans and Doh)

Week of: October 20

Required Reading: Chapter Eight (Text: Luthans and Doh)

Chapter Eight: Strategy Formulation and Implementation

10/24: Dialogue Chapter Eight (via Elluminate)

Week of: October 27

Required Reading: Chapter Nine (Text: Luthans and Doh)

Chapter Nine: Entry Strategies and Organizational Structures

10/31: Dialogue Chapter Nine (via Elluminate)

Due Date

Course Topic(s)

Week of: November 3

Required Reading: **Chapter Ten (Text: Luthans and Doh)**

Chapter Ten: Managing Political Risk, Government Relations, and Alliances

11/7: Dialogue Chapter Ten (via Elluminate)

DQ3: Due by November 9. (By 11:55 p.m.)

DQ3: How does explicit communication differ from implicit communication? State one culture that makes wide use of explicit communication and one culture that make wide use of implicit communication. Support your response with an example regarding the culture that make wide use of implicit or explicit communication.

Week of: November 10

Required Reading: 11/14: **Chapter Eleven (Text: Luthans and Doh)**

Chapter Eleven: Management Decision and Control

11/14: Dialogue Chapter Eleven (via Elluminate)

Exam III (Part III-Chapters 8-11)

The exam must be taken on November 15-18 by 11:55 p. m.

40 multiple choice questions from the required text reading relating to chapters eight, nine, ten and eleven. (Text: Luthans and Doh)

Week of: November 17

Required Reading: **Chapter Twelve & Thirteen (Text: Luthans and Doh)**

Chapter Twelve: Motivation Across Cultures

Chapter Thirteen: Leadership Across Cultures

11/21: Dialogue Chapters Twelve & Thirteen (via Elluminate)

DQ4: Due by November 23. (By 11:55 p.m.)

DQ4: State one potential problem that must be overcome when using multicultural, diverse teams in today's organizations. State one recognized advantage of using multicultural, diverse teams in today's organizations. Give an example to support your rationale regarding the potential problem that must be overcome or the recognized advantage when using multicultural teams.

Due Date

Course Topic(s)

Week of: November 24

11/28: Happy Thanksgiving Holiday!

Weeks of: December 1 & 8

**Required Reading: Chapter Thirteen (Continued) & Chapter Fourteen
(Text: Luthans and Doh)**

Chapter Thirteen: Leadership Across Cultures-(Continued)

*Chapter Fourteen: Human Resource Selection and Development Across
Cultures*

12/5: Dialogue Chapters Thirteen (Continued) & Fourteen (via Elluminate)

Exam IV (Part IV-Chapters 12-14)

The exam must be taken on December 6-9 by 11:55 p. m.

40 multiple choice questions from the required text reading

relating to chapters twelve, thirteen and fourteen. (Text: Luthans & Doh)

Assignment: (SLO 1-4)

Assignment: *Global Management and Organizational Behavior Research Paper:*

By September 9, posted in the Lulima "Announcements" link, each student will be ***assigned a due date and designated chapter for the individual course research assignment.*** Note: Disregard the December 2013th due date for this assignment as stated on the Lulima system as this is not your due date for this assignment)

Using the Internet or other resources, find two articles (published 2007 to date) that relate to the topics discussed in the chapter assigned. Your five page research paper should include the following:

- an overview of the chapter assigned to include a minimum of two key points (not to exceed 200 words)
- a brief summary of each article (to include a minimum of two key points from each article)
- elaborate on how the articles relate to the chapter reading
- two key points that you learned from the chapter
- two key points that you learned from the article research

For this course assignment, the running head, abstract, and headings (level one and two) are required. **The five pages required for this assignment does not include the title page, abstract page or reference page(s).** This assignment should include a minimum of five sources (published 2007 to date), as the sources should be stated on your reference page(s). Be sure to properly cite your sources in your paper per APA guidelines. **To avoid point deductions do not exceed the page count requirement.**

Note: The emphasis of your assignment should be on the article research and summary (key points learned from the chapter and article research).

Post this written assignment by the due date assigned, no later than 11:55 pm Hawaii Standard Time (HST) to the Lulima "Assignments Link" as an attached WORD document. The BUSA386 course research assignment should be posted (IN WORD, WITH A DOC or DOCX EXTENSION) to the Lulima Assignment link.

Recommended Article Sources

- ***Business Week: Prominent magazine covering global business news.***
- ***Dollars and Sense: Publishes economic news and analysis, reports on economic justice activism, primers on economic topics, and critiques of the mainstream media's coverage of the economy.***
- ***Entrepreneur: Offers entrepreneurs the information, services, and expert advice to ensure small business success.***
- ***Financial Times: Leading newspaper of international business, finance, politics, and economics.***
- ***Forbes: Contains articles for CEOs and individual investors alike. Articles include profiles of companies and private investors, as well as helpful statistics.***
- ***Fortune: Columns include features on the marketplace, tech movers and shakers, career trends, U.S. politics, and European business.***
- ***Harvard Business Review: Premier forum of the business world written by authorities in business and business education.***
- ***Money Week: Comment and analysis of UK and international financial news, with investment and financial advice.***
- ***Wall Street Journal: Premier source for the latest global business and financial news.***

Written Feedback

Content Development (30%)

Subject Matter:

- Key elements of assignments covered
- Content is comprehensive/accurate/persuasive
- Displays an understanding of relevant theory
- Major points supported by specific details/examples
- Research is adequate/timely
- Writer has gone beyond textbook for resources

Higher-Order Thinking:

- Writer compares/contrasts/integrates theory/subject matter with work environment/experience
- At an appropriate level, the writer analyzes and synthesizes theory/practice to develop new ideas and ways of conceptualizing and performing

Organization (10%)

- The introduction provides a sufficient background on the topic and previews major points
- Central theme/purpose is immediately clear
- Structure is clear, logical, and easy to follow
- Subsequent sections develop/support the central theme
- Conclusion/recommendations follow logically from the body of the paper

Style and Mechanics (60%)

Format--20%

- Citations/reference page follow guidelines
- Properly cites ideas/info from other sources
- Paper is laid out effectively--uses heading and other reader-friendly tools
- Paper is neat/shows attention to detail

Grammar/Punctuation/Spelling--20%

- Rules of grammar, usage, punctuation are followed
- Spelling is correct

Readability/Style--20%

- Sentences are complete, clear, and concise
- Sentences are well-constructed with consistently strong, varied structure
- Transitions between sentences/paragraphs/sections help maintain the flow of thought
- Words used are precise and unambiguous
- The tone is appropriate to the audience, content, and assignment