

**THE UNIVERSITY OF TEXAS AT  
TYLER COLLEGE OF BUSINESS AND  
TECHNOLOGY  
Spring 2021**

**COURSE NUMBER:** MANA 4310.  
**COURSE TITLE:** International Management  
**INSTRUCTOR:** Dr. Jie (Jay) Yang  
**OFFICE LOCATION:**  
**E-MAIL:** [jyang@uttyler.edu](mailto:jyang@uttyler.edu)  
**OFFICE HOURS:** by appointment.  
**CLASS MEETINGS:** Online

**COURSE DESCRIPTION:**

This course focuses on the thorough understanding and mastery of management practices in a global perspective, and on managing cultural diversity in the context of multicultural teams and international affairs. This includes the impact of culture on international management; the identification of areas in which cultural differences present a challenge in communication with persons of different cultures; the exploration of our cultural backgrounds and distinctive management assumptions and practices; and finally the enhancement of self-awareness of our cultural conditioning, individual biases and assumptions, as well as of management implications on our interactions with people who are different from us.

**PREREQUISITE:**

BBA Core Complete Student Group & Business Field of Study Student Group

**REQUIRED TEXTBOOK:**

**International Management: Culture, Strategy, and Behavior 9<sup>th</sup> Edition**

By Fred Luthans, Jonathan Doh

ISBN-13: 978-0077862442

ISBN-10: 0077862449

Please keep in mind that textbook is **REQUIRED** for this course. There is **NO NEED** to purchase Access Code. 8th Edition is not recommended.

**COURSE OBJECTIVES:**

After completing the course, students will:

- **Identify** and **nominate** essential elements of the global business environment in which US Multinational Corporations (MNCs) operate, such as key commercial partners' and markets' geographical locations, languages, economic and political systems, etc.;
- be **critical** of themselves (self-awareness) and others in terms of parochial or ethnocentric attitudes and behaviors in management when facing a more globally-enriched or diverse cultural environment;
- **Predict** and **identify** differences in assumptions derived from national culture, and use them to **anticipate** and **assess** the effects of cultural differences in organizational practices;

- **Analyze** and **synthesize** different theories, concepts and models, so as to **critically evaluate** their usefulness and applicability in addressing the problems of managing people from different cultures or contexts;
- **Identify** their own styles of management, decision-making, and leadership, as well as to **contrast** their adequacy when compared to those of others, when working in distinct business and cultural environments; and **critically assess** and **gauge** their leadership styles and decision-making strategies, as they face the individual challenges they will encounter as international managers and leaders.

**GRADED MATERIAL**

<b>Graded Material</b>	<b>Percentage</b>
Weekly Quizzes	50%
Mid-term Exam	20%
Final Exam	20%
Discussion/Writing Assignment	10%
<b>TOTAL</b>	<b>100%</b>

**Study Guide**

To study each chapter:

Step 1: read the assigned chapters in the textbook;
Step 2: read the PowerPoints to review the assigned chapters;
Step 3: watch the video(s) within the folder;
Step 4: finish the weekly quiz

**Content to Study**

Chapter 1: Globalization
Chapter 2: The Political, Legal, and Technological Environment
Chapter 3: Ethics and Social Responsibility
Chapter 4: The Meanings and Dimensions of Culture
Chapter 5: Managing Across Cultures
Chapter 6: Organizational Cultures and Diversity
Chapter 7: Cross-Cultural Communication and Negotiation
Chapter 9: Entry Strategies and Organizational Structures
Chapter 12: Motivation Across Cultures
Chapter 13: Leadership Across Cultures

## Grading scale:

Points	Grade
90-100	A
80-89	B
70-79	C
60-69	D
0-59	F

## STATEMENTS AND POLICIES:

### Students Rights and Responsibilities

To know and understand the policies that affect your rights and responsibilities as a student at UT Tyler, please follow this link: <http://www2.uttyler.edu/wellness/rightsresponsibilities.php>

### Grade Replacement/Forgiveness and Census Date Policies

Students repeating a course for grade forgiveness (grade replacement) must file a Grade Replacement Contract with the Enrollment Services Center (ADM 230) on or before the Census Date of the semester in which the course will be repeated. Grade Replacement Contracts are available in the Enrollment Services Center or at <http://www.uttyler.edu/registrar>. Each semester's Census Date can be found on the Contract itself, on the Academic Calendar, or in the information pamphlets published each semester by the Office of the Registrar.

Failure to file a Grade Replacement Contract will result in both the original and repeated grade being used to calculate your overall grade point average. Undergraduates are eligible to exercise grade replacement for only three course repeats during their career at UT Tyler; graduates are eligible for two grade replacements. Full policy details are printed on each Grade Replacement Contract.

The Census Date is the deadline for many forms and enrollment actions that students need to be aware of. These include:

- Submitting Grade Replacement Contracts, Transient Forms, requests to withhold directory information, approvals for taking courses as Audit, Pass/Fail or Credit/No Credit.
- Receiving 100% refunds for partial withdrawals. (There is no refund for these after the Census Date)
- Schedule adjustments (section changes, adding a new class, dropping without a "W" grade)
- Being reinstated or re-enrolled in classes after being dropped for non-payment
- Completing the process for tuition exemptions or waivers through Financial Aid

### State-Mandated Course Drop Policy

Texas law prohibits a student who began college for the first time in Fall 2007 or thereafter from dropping more than six courses during their entire undergraduate career. This includes courses dropped at another 2-year or 4-year Texas public college or university. For purposes of this rule, a dropped course is any course that is dropped after the census date (See Academic Calendar for the specific date).

Exceptions to the 6-drop rule may be found in the catalog. Petitions for exemptions must be submitted to the Enrollment Services Center and must be accompanied by documentation of the extenuating circumstance. Please contact the Enrollment Services Center if you have any questions.

## **Disability Services**

In accordance with Section 504 of the Rehabilitation Act, Americans with Disabilities Act (ADA) and the ADA Amendments Act (ADAAA) the University offers accommodations to students with learning, physical and/or psychiatric disabilities. If you have a disability, including non-visible disabilities such as chronic diseases, learning disabilities, head injury, PTSD or ADHD, or you have a history of modifications or accommodations in a previous educational environment you are encouraged to contact the Student Accessibility and Resources office and schedule an interview with the Accessibility Case Manager/ADA Coordinator, Cynthia Lowery Staples. If you are unsure if the above criteria applies to you, but have questions or concerns please contact the SAR office. For more information or to set up an appointment please visit the SAR office located in the University Center, Room 3150 or call 903.566.7079. You may also send an email to [cstaples@uttyler.edu](mailto:cstaples@uttyler.edu)

## **Student Absence due to Religious Observance**

Students who anticipate being absent from class due to a religious observance are requested to inform the instructor of such absences by the second class meeting of the semester.

## **Student Absence for University-Sponsored Events and Activities**

If you intend to be absent for a university-sponsored event or activity, you (or the event sponsor) must notify the instructor at least two weeks prior to the date of the planned absence. At that time the instructor will set a date and time when make-up assignments will be completed.

## **Social Security and FERPA Statement:**

It is the policy of The University of Texas at Tyler to protect the confidential nature of social security numbers. The University has changed its computer programming so that all students have an identification number. The electronic transmission of grades (e.g., via email) risks violation of the Family Educational Rights and Privacy Act; grades will not be transmitted electronically.

## **Emergency Exits and Evacuation:**

Everyone is required to exit the building when a fire alarm goes off. Follow your instructor's directions regarding the appropriate exit. If you require assistance during an evacuation, inform your instructor in the first week of class. Do not re-enter the building unless given permission by University Police, Fire department, or Fire Prevention Services.

## **UT Tyler Honor Code:**

**I embrace honor and integrity.  
Therefore, I choose not to lie,  
cheat, or steal,  
nor to accept the actions of those who do.**

Your instructor has CHOSEN to embrace this honor code. Watch the following video, and maybe you will choose join us too:

<https://www.youtube.com/watch?v=xVMEQeI1Q2A>

## **NOTICE:**

We respect the right and privacy of students who are duly licensed to carry concealed weapons in this class. License holders are expected to behave responsibly and keep a handgun secure and concealed. More information is available at <http://www.uttyler.edu/about/campus-carry/index.php>.