



UNC
GREENSBORO
Bryan School of
Business and Economics

MGT-304: International Business Spring 2019

Lecturer: Karen Lynden

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Office Hours: Tuesdays, 9 AM - 12 noon, and by appointment

Replies to E-mails: Weekdays, I will answer e-mails within 48 hours. Messages sent during a weekend, holiday, or college break will be returned within a day or two of the resumed work week.

Communicating with the instructor: UNCG supported e-mail is the only official mode of communication. Include **MGT-304** in the subject line. Identifying your course will help me respond to your message faster.

REQUIRED READING: Tarique, D. Briscoe, R. Schuler (2016) **International Human Resource Management: Policies and Practices for Multinational Enterprises (5th edition)**

ISBN: 780415 710534

MGT 304 CATALOG COURSE DESCRIPTION: Selected topics in international business presented by faculty. Topics are related to the expertise of the instructor. Prerequisite: Major in ACCT, BADM, CARS, ENTR, FINC, INTB, ISSC, MKTG, or STHP

Prerequisite Course(s): None. It is strongly recommended, however, that MGT-301 is taken before MGT-304.

MGT 304 COURSE OBJECTIVES: Upon successful completion of this course, students will be able to:

- Understand and manage the realities and trends in MNEs/SMEs
- Provide opportunities to develop your “cultural intelligence”
- Know and understand the internal and external realities and trends that are important to MNEs/SMEs and Global Management
- Know and understand the use of International Management policies and practices
- Understand the linkages between MNEs/SMEs and IHRM
- Management in cross-border Mergers and Acquisitions and International Joint Ventures
- Share ideas, perspectives and suggestions on all issues

COURSE FORMAT: The course is organized in modules containing readings, videos, and assignments. The combined materials are designed to facilitate your understanding of the key terms and concepts and the theoretical foundations of current topics in international business.

COURSE MATERIALS: Materials and grades will be posted through **Canvas** (the UNCG learning management system, <https://uncg.instructure.com>).

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What this course is really about: The objective of this course is to cover special International Business and Management issues not covered in MGT-301. It is a more practice-oriented course. In MGT-301, the main question was “How things are/work?” In MGT-304, the question is more “What should I do and How?” **The course will revolve around two blocks of questions faced by people doing business internationally:**

- 1) **I am going overseas (as an employee, manager, or entrepreneur) or sending my employee overseas:**
 - Why would you want to go there?
 - Where would you go and why?
 - What do I need to do to go?
 - How will I handle my personal finance and banking issues?
 - How will I handle my company finance and banking issues?
 - How do I settle, integrate and be happy there?
 - How do I recruit, hire, evaluate, compensate, and fire people there?
 - Returning back: now what?
- 2) **I want to hire a foreigner to work for me here, or invite a business partner to visit me here:**
 - Why would I want to hire a foreigner?
 - Where would I look for employees/business partners overseas?
 - What would it take to get them here?
 - How doing business internationally (foreign employees, partners) affect my company (taxes, reporting, etc.)
 - It's not going well, how do I get out of this arrangement?

SCHEDULE	Chapters	DUE DATES
Week 1: Jan. 14-20	Introduction	
Week 2: Jan. 21-27	Ch. 7 International Employee Relations	
Week 3: Jan. 28 - Feb. 3	Ch. 8 International Workforce Planning and Staffing	
Week 4: Feb. 4-10	Ch. 9 International Recruitment, Selection, and Repatriation	
Week 5: Feb. 11-17	Ch. 10 International Personnel Training & Development	Exam 1 (ch. 7-8-9-10): 2/16 (12:01 AM) - 2/17 (11:59 PM)
Week 6: Feb. 18-24	Ch. 11 International Compensation, Benefits & Taxes	
Week 7: Feb. 25 -Mar. 3	Ch. 6. International employment Law, Labor Standards, and Ethics	
Week 8: Spring Break	<i>Spring Break</i>	<i>Spring Break</i>
Week 9: Mar. 11-17	Ch. 12 Performance Management	
Week 10: Mar. 18-24		Exam 2 (ch. 10, 11, 6, 12): 3/23 (12:01 AM) – 3/24 (11:59 PM)
Week 11: Mar. 25-31	THA 1 Open Mar. 25-31	Final due date: Mar 31 (11:59 PM)
Week 12: Ap. 1-7	THA 2 Open Ap. 1-7	Final due date: April 7 (11:59 PM)
Week 13: Ap. 8-14	THA 3 Open Ap. 8-14	Final due date: April 14 (11:59 PM)
Week 14: Ap. 15-21	THA 4 Open Ap. 15-21	Final due date: April 21 (11:59 PM)
Week 15: Ap. 22-28	THA 5 Open Ap. 22-28	Final due date: April 28 (11:59 PM)
Week 16: Ap. 29- May 5	THA 6 Open Ap. 29- May 5	Final due date: May 5 (11:59 PM)

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Activity	Description	Qty	% of Grade
Exams	<p>There will be two non-cumulative exams: Exam 1(chapters 7,8, 9); Exam 2 (non-cumulative, chapters 6, 10, 11, 12).</p> <ul style="list-style-type: none"> • Each exam will include 40 multiple-choice questions. • You'll have 75 minutes to complete the test once you start. To have the full 75 minutes in the test, begin your exam at least 75 minutes prior to the end of the exam availability period. • Questions are displayed one at a time. • The questions will be randomly selected for a larger question bank, so each student will see a different set of questions. • The time is limited in order test knowledge of the material; not ability to search for information. Extended time is granted for students with documented disabilities. • Each exam = 35% of the course value. • Once the deadline has passed, the item can no longer be completed. • Students may reference course materials, yet each student is expected take the test alone (with no group efforts or help from others). • Module exams are open on a Saturday and close Sunday at 11:59 PM (see P. 3.) 	2	70%
THAs	<p>TAKE-HOMEASSIGNMENTS (THAs): These assignments are devoted to a review of some of the most controversial issues in international business; things like immigration, job outsourcing, or free market vs. planned economy comparison. You will be provided with a short (15-17 min) video on each of the topics and then asked to lay out the arguments of each side in the debate.</p> <ul style="list-style-type: none"> • You will not be asked to share your own opinion and will not be evaluated based on your own views. You will just need to know what each side has to say. • THA grading procedures: Since completion of THA's is not timed, it is expected that your answers are nearly perfect (all relevant points identified, no irrelevant points included, clear, to the point). Generally, answers to each THA question will be rated as: excellent (full credit for the corresponding question); good (half credit for the corresponding question); or -poor (zero credit for the corresponding question). • Each is valued at 5% of the course grade. 	6	30%

FEEDBACK: Exams results released after the final due date. All other activities are graded with feedback within a week after the final due date.

EXTRA CREDIT: Extra credit is not provided in this course.

FINAL GRADE SCORING SYSTEM	A 93-100	A- 90-92
B+ 87-89	B 83-86	B- 80-82
C+ 77-79	C 73-76	C- 70-72
D+ 67-69	D 63-66	D- 60-62
F Below 60		

Note: To translate numeric grades into letter grades, final grades will be **not** be rounded up to the nearest decimal point.

LATE WORK/ MISSED DEADLINE POLICY: There are no make-up for missed deadlines or reduction in grade for late work. The work is either submitted by the final deadline or marked “zero.”

Late Work Policy Exceptions

- **Extreme Emergencies:** While firm in following this policy, there are reasons for exceptions. In the unfortunate case of an urgent emergency (*hospitalization, serious illness, death of an immediate family member*), I will provide an alternate arrangement, if I am provided *proper documentation within 48 hours of the missed deadline.*
- **Religious Observance:** UNCG allows for 2 excused absences each academic year for religious observances required by the faith of the student. The UNCG policy states- to request a religious absence, e-mail the instructor 14 days in advance of the deadline date that is a conflict. Upon approval, arrangements will be made so you are able to complete the assignment in advance of the scheduled deadline.
- **UNCG Athletics & Performing Artists:** Each athlete or artist must identify future deadline conflicts with UNCG events no later than a week before the deadline. If your UNCG event interferes with a deadline, please e-mail me the proper documentation and I arrange for you to take the exam prior to the scheduled deadline.

TECHNICAL DIFFICULTIES

Inability to access the internet during the course is not an acceptable excuse for missing deadlines. The UNCG computer labs and public libraries provide computer and internet access free of charge. Personal technical problems reported after the expiration of a deadline will not be considered a valid excuse for missing the deadline. Avoid taking the exam/completing an assignment at the last minute to avoid any last minute technical problems.

If you have a technical problem with an exam or MyLab activity, create a Technical Help ticket and **forward the ticket (with ticket #) immediately via e-mail to me before the deadline time expires.** If you have a legitimate technical problem and report it as directed, you will receive a case number and corroboration of the issue from either 6 Tech or Pearson Technical Services. This will be the quickest way to address your problem. I may, from time to time, accept a technical problem as an excuse for a late assignment if it is accompanied by a valid case number.

Technical difficulties should be directed to:

- **UNCG 6-tech** for computer and/or Canvas issues: 6-tech@uncg.edu or call 336.256.324
- **Pearson Technical support for MyLab:** Access the “MyLab and Mastering tab” in our canvas course and access the “Student Help or Support” links available to you.

COLLEGE POLICIES

FACULTY – STUDENT GUIDELINES: The Bryan School has adopted a set of faculty and student guidelines. Please read: www.uncg.edu/bae/faculty_student_guidelines.pdf

STUDENT CONDUCT: Links to the University conduct policies for your reference:
<http://studentconduct.uncg.edu/policy/code/>

HONOR CODE: UNCG's honor code is based on upholding four fundamental values: honesty, integrity, responsibility, and respect. Students may learn more about the honor code, including definitions of violations, the process for adjudication and possible sanctions at <http://studentconduct.uncg.edu/policy/code/>. Students who are uncertain about whether specific behaviors or activities in this class are violations of the honor code should contact the instructor immediately.

UNCG's Academic Integrity Policy and the Student Code of Conduct may be found at the following sites:

- <http://academicintegrity.uncg.edu/complete/>
- <http://studentconduct.uncg.edu/policy/code/>

DISABILITY SERVICES: If you are a student with a documented disability who will require accommodations in this course, please register with Disability Resource Services for assistance in developing a plan to address your academic needs. Their website is: <http://ods.dept.uncg.edu/services>. Any requests for special accommodations must come through that office with the appropriate paperwork.

The instructor reserves the right to make changes to this document as needed. Changes will be announced on canvas.