

MGT 614 Global and Transnational Management

(2 credit hours)

Course Syllabus

Course Description

This course deals with the management of multinational enterprises and managing in a global economy. Building on the interdisciplinary knowledge gained throughout the program, this course deals with cross-cultural issues, socio political and economic concerns, and international strategic management.

Course Learning Outcomes

By the end of this course, you will be able to:

1. Discuss about the characteristics, challenges, and strategies of Multinational Corporations (MNC's).
2. Analyze the internal organizational structures of Multinational Corporations (MNC's) to meet their strategic needs.
3. Determine the differences and challenges of international human resource management (HRM) and domestic human resource management.
4. Discuss how to work with people from different cultural backgrounds.
5. Explain the role that expatriation and repatriation play in Multinational Corporations (MNC's).
6. Examine the ethical and social responsibilities of Multinational Corporations (MNC's).
7. Apply the course concepts to practical case situations to assess the problems associated with MNC's and provide appropriate recommendations.

Prerequisites/Corequisites

Required Textbook(s) and Resources

Deresky, H., & Miller, S. R. (2021). International management: Managing across borders and

cultures (10th ed.). Pearson Education, Inc.

Be sure to also review the weekly **Explore** sections for additional library or web resources. For access to databases, research help, and writing tips, visit the [Tiffin University Library](#).

Time Commitment

Effective time management is possibly the single most critical element to your academic success. To do well in this online class you should plan your time wisely to maximize your learning through the completion of readings, discussions, and assignments. Because of our accelerated, seven-week term, TU online courses are designed with the expectation that you dedicate a little over **six (6)** hours per credit hour to course activities and preparation **each week**. For example, for successful completion of a three-credit, seven-week online course you should reserve roughly **twenty (20) hours per week**.

To help plan your time and keep on track toward successful course completion, note the distinctive rhythm of assignment due dates:

1. All times assume Eastern Time (GMT-4).
2. Weeks begin at 12:00 a.m. ET on Monday and end at 11:55 p.m. ET on Sunday.
3. Unless otherwise noted, initial assignments or discussion posts are due by **11:55 p.m. ET on Wednesdays**.
4. Additional assignments or follow-up discussion posts are due by **11:55 p.m. ET on Saturdays, and**
5. Major assignments and reflections are typically due by **11:55 p.m. ET on Sundays**.

Learning Activities

This course has been designed as a **Position Post** course type.

This means that on **Wednesday** of each week, you will submit a “position post” to the forum in response to a given prompt. Although there is no specific minimum word requirement, your Position Post should:

- Be substantive enough to fully explore the question posed, while being well constructed and free of “filler” language and wordiness,
- Use, and properly cite, outside sources that support your position.
- Include your “Design Statement” that outlines your process for researching and constructing your Position

While **Saturday** assignments may vary, they will generally serve to deepen your understanding and build connections with the week’s learning topics. Examples of possible Saturday activities include:

- A second Position Post in response to a new prompt
- Summarizing themes in your peers' Wednesday Position Posts
- Explaining how peers' Wednesday Position Posts affect your own thinking about the topic.
- Critiquing and refining your original Post in response to new information (additional readings, etc.).
- *Note:* since Saturday activities will vary, be sure to read directions carefully.

By **Sunday** of each week, you will have a “summative” assignment due where you will **apply** what you learned. This could be an exam, a paper, a presentation, an infographic, etc. Be sure to read directions carefully for the assignment.

Grading

The chart below identifies the individual contributions from each type of activity, per week.

Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Total
Forums Activity 1.1 (n/a) Activity 1.2 (50)	Forums Activity 2.1 (50)	Forums Activity 3.1 (50)	Forums Activity 4.1 (50)	Forums Activity 5.1 (50)	Forums Activity 6.1 (50)	Forums Activity 7.1 (50)	350
Assignments Activity 1.3 (80)	Assignments Activity 2.2 (80)	Assignments Activity 3.2 (80)	Assignments Activity 4.2 (80)	Assignments Activity 5.2 (80)	Assignments Activity 6.2 (150)	Assignments Activity 7.2 (100)	650
130	130	130	130	130	200	150	1000

Grading Scale

A: 90-100% | B: 80-89% | C: 70-79% | F: <69%

Course Schedule and Weekly Checklist

Start Here

- MON: Activity 1.1: I Want to Know - Introductory Post

Week 1 – International Business Environment

- WED: Activity 1.1: I Want to Know
- WED: Activity 1.2: Managing Political Risk
- SAT: Activity 1.2: Managing Political Risk
- SUN: Activity 1.3: Social and Ethical Responsibilities of MNCs
- SUN: Activity 1.4: Weekly Reflection

Week 2 – Understanding Cultural Differences

- WED: Activity 2.1: The Meaning and Impact of Culture
- SAT: Activity 2.1: The Meaning and Impact of Culture
- SUN: Activity 2.2: Dolce and Gabbana Case Study
- SUN: Activity 2.3: Weekly Reflection

Week 3 – Cross-Cultural Negotiation

- WED: Activity 3.1: Culturally-Based Value Systems
- SAT: Activity 3.1: Culturally-Based Value Systems
- SUN: Activity 3.2: Negotiations Between Home and Host Countries
- SUN: Activity 3.3: Weekly Reflection

Week 4 – Strategic Planning in Multi-National Corporations

- WED: Activity 4.1: Emerging Market Countries
- SAT: Activity 4.1: Emerging Market Countries
- SUN: Activity 4.2: Joint Venture Entry Strategies
- SUN: Activity 4.3: Weekly Reflection

Week 5 – Role of Human Resource Management in MNCs

- WED: Activity 5.1: Aligning Structure with Strategy
- SAT: Activity 5.1: Aligning Structure with Strategy
- SUN: Activity 5.2: Expatriation and Repatriation Methods
- SUN: Activity 5.3: Weekly Reflection

Week 6 – Expatriation and Repatriation

- WED: Activity 6.1: Expatriate Assignments
- SAT: Activity 6.1: Expatriate Assignments
- SUN: Activity 6.2: Different Experiences
- SUN: Activity 6.3: Weekly Reflection

Week 7 – Global Leadership

- ❑ WED: Activity 7.1: Applying Hofstede's Six Dimensions
- ❑ THURS: Activity 7.2: Light Bulb Moments
- ❑ SAT: Activity 7.1: Applying Hofstede's Six Dimensions
- ❑ SUN: Activity 7.3: Weekly Reflection

Tips for Success

Online learning requires self-discipline and self-direction. As seekers of the truth, we should be willing to challenge one another's academic work in a spirit of respectful comradery. Your course is a place for you to grow as you benefit from the expertise, experience, and diverse perspectives of your instructor and peers. Constructive feedback will challenge you to stretch your own thinking, thereby expanding your knowledge and understanding.

To get the most out of your learning experience, you should actively engage (participate) in **ALL** course activities. Course elements are arranged chronologically. To complete a week, simply work your way "down the page" through all of the course materials and activities.

For More Information:

Be sure to review the [Support, Policies, and Procedures](#) addendum.