Organizational Behavior
MGMT 4322 600
Summer 2021

Professor: Dr. Robert A. Culpepper
Office: Room 403p McGee Business Bldg.
Hours: M-W 9:00-10:00, 1:40-3:00; Th 9:00-10:00 – all office hours via Zoom
Class Hours: MGT 4322-600: M-Th 10:00-11:40; MGT 3377-600: M-Th 12:00-1:40
Phone: 468-1531 Office
e-mail: rculpepper@sfasu.edu

Current course modifications due to COVID-19

1) Lectures will be conducted via video uploads to D2L/Brightspace. Lectures ideally should be watched on the normally scheduled class day, although to minimize congestion on the SFA computer system and to obtain smoother video playback, watching early in the morning up to 10:00 AM or after 9:00 PM at night is recommended. Most people have no trouble, but if you have satellite based wifi such as Dish or DirectTV it will be slower. The best solution in that case is just to download the file – it may take as much 20 minutes, but you just come back when it’s done and watch the lecture.

2) A weekly Zoom session will be held for Q & A regarding lecture content and general class-related issues. These will be held on Wednesdays during the normally scheduled class time. You will be notified by email, should any additional days be scheduled. Attendance at Zoom sessions is required.

3) It is important to watch your email and check the D2L course home page for news related to the course at least as frequently as each regular class day, i.e., Monday through Thursdays. Mostly, I will communicate about the class at the Zoom session or by email.

5) Testing will be conducted via online means along with the Proctorio service. There will be four exams and at least one quiz. In terms of quizzes - as long as you have watched the video for a given class day by the following class day, you should be okay. Using a Chrome browser with Proctorio installed, you should not get a request for a password. If you do, this needs to be fixed, and you can do so by uninstalling Proctorio and then reinstalling.

Introduction

The world has been shrinking through vastly improved transportation and telecommunications systems. In essence, the world is becoming one large global market, bringing with it increased interdependencies among countries. Imports into the U.S. provide consumers with greater product variety. Exports present the best opportunity for increased sales and profits for many U.S. companies. American companies have more plants and sales activity abroad than any other nation. On the other hand, these companies are facing stiffer competition than ever before, both inside the U.S. and abroad.
from European, Japanese, Southeast Asian, Latin American, and even formerly communist countries.

Whether your eventual job is directly concerned with overseas business or not, your future career will be affected by events outside the U.S. In addition, your career prospects will be enhanced by exposure to the international dimension of business. Today’s decision-makers in the business world are increasingly unable to make good decisions without considering their international implications.

Prerequisites

Senior Standing  (99 hours completed prior to taking class)
MGT 370

Course Objectives

Upon course completion, students should be able to:

1) apply theories, tools, and insights found in the field of international management to common real world scenarios.
   demonstrate an understanding of the similarities (without which no international business could take place) and differences among the peoples of the world and how they affect business management.
2) international business could take place) and differences among the peoples of the world and how they affect business management.
3) discuss how various legal, political, economic, and cultural factors around the world affect business attitudes and behavior.
4) discuss managerial issues related to strategic planning, human resource management, financial management, motivation, and leadership which arise in an international context.
5) describe how the practice of management in other parts of the world, such as Japan and Europe, differs from American practice.
6) show understanding of the implications of unfolding world events for the practice of international management.

Course Content:

International Business Trends  Political Risk
Sociocultural Forces  International Labor Relations
International Monetary System  Global Competition
Management Opportunities and Challenges  Transformation of Command
and Economies
Motivation across Cultures  Legal Issues
Leadership across Cultures  Human Resource Management

Geopolitical overview

A geopolitical overview outline will be handed out in class and will be covered in the first few class sessions.

Quizzes

Articles in the WSJ may be assigned during the semester and quizzes based on articles will affect the participation/miscellaneous part of the overall course grade. Additionally, we may have from time to time pop quizzes, with a few items addressing, in very basic way, the material covered in the previous class. Quizzes count toward the participation component of the grade.

Participation and attendance

Attendance at Zoom sessions, quizz grades, and timely watching of lectures and downloading of outlines will comprise the grade for participation. Borderline grades (e.g., .88, .89) are subject to being raised to the next level based on the participation grade component.

Students’ Responsibility and Time Requirements

Students should keep up with lectures and assigned readings and perform well on assignment-related quizzes. Missed quizzes cannot be made up. Assignments and class-related readings should average around six hours of work per week outside of class.

Missing an exam

With prior notification of absence and a serious and verifiable reason, a missed exam will be substituted for by making the final exam grade count twice. The lack of advance notice for missing an exam and/or insufficient justification (determined by the professor) will result in a grade of zero for that exam. One exception to this policy is athletes; they should see the professor to work out a test alternative.

Grading procedures

Four exams will be given. They will consist primarily of computer-scored objective questions. However, tests may contain short essay or short definition questions. Test questions address material covered both in class and in the text; these two sources of material are meant to be complimentary rather than redundant. It should be noted that reading the text alone will represent a major handicap in exam-taking because the lecture at times includes lecture topics not covered in the text (and vice versa).

Final Exam. The final exam will consist of two components: (a) new material covered since Exam 3, and (b) a comprehensive component testing previous material. It is weighted somewhat more heavily than other exams (120 points). The comprehensive part will include questions from the lecture and notes only, not text-related material already covered on previous exams. Each component will comprise roughly half the test.
Special Grading Requirements. Meeting a minimum level of competency in International Management subject matter, as reflected on the exams, will be required in this course. To get credit for the course, a passing average on the four exams (.60 or better) is required.

The weighting of test grades and other grade components is as follows:

Grading components

<table>
<thead>
<tr>
<th>Grading components</th>
<th>Points</th>
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<tbody>
<tr>
<td>Exam 1</td>
<td>100</td>
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<td>Exam 2</td>
<td>100</td>
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<tr>
<td>Exam 3</td>
<td>100</td>
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<td>Final exam</td>
<td>120</td>
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<td>Class Participation</td>
<td>30</td>
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<td>TOTAL</td>
<td>450</td>
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Grades are assigned as follows:

A  90-100% of total possible points
B  80-89
C  70-79
D  60-69
F  59 or below

The formula for computing overall grades at the end of the course is fairly simple:
Exam 1 + Exam2 + Exam3 + Exam4*1.2 + Participation *.3)/4.5

Note: for the purposes of calculation, attendance and final exam components are based on 100% being the best score, even though they do not equal 100 points in terms of weight - for e.g., an “A” on the attendance part of the grade might equal .95, which would then be multiplied times a weight of .3, an A on the final exam might also equal .95, which would then be multiplied times 1.2).
## Course Schedule

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<td><strong>MAY</strong></td>
<td>17</td>
<td>Course Introduction</td>
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<td>18</td>
<td>Geopolitical Overview</td>
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<td>Geopolitical Overview</td>
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<td>24</td>
<td>International Monetary System</td>
<td>QUIZ 1</td>
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<td>26</td>
<td>Global Financial Effects on Business</td>
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<td>27</td>
<td><strong>EXAM 1</strong></td>
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<td>31</td>
<td>HOLIDAY</td>
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<td><strong>JUN</strong></td>
<td>7</td>
<td>Political Risk, Trade Blocks – EU</td>
<td>Chapter 9</td>
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<td>8</td>
<td><strong>EXAM 2</strong></td>
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<td>9</td>
<td>Labor / Human Resource Management</td>
<td>Chapter 20</td>
<td>Chapter 12</td>
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<td>HRM</td>
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<td>14</td>
<td>Business Strategy</td>
<td>Chapter 16</td>
<td>Chapter 13</td>
<td>pp. 370-378</td>
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<td>15</td>
<td>Strategy</td>
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<td><strong>EXAM 3</strong></td>
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<td>17</td>
<td>Regional Focus</td>
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<td>24</td>
<td><strong>FINAL EXAM</strong></td>
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University and College of Business Policies

Student Academic Dishonesty (University Policy 4.1)

Abiding by university policy on academic integrity is a responsibility of all university faculty and students.

Definition of Academic Dishonesty
Academic dishonesty includes both cheating and plagiarism. Cheating includes, but is not limited to (1) using or attempting to use unauthorized materials on any assignment or exam; (2) falsifying or inventing of any information, including citations, on an assigned exercise; and/or (3) helping or attempting to help another in an act of cheating or plagiarism. Plagiarism is presenting the words or ideas of another person as if they were one’s own. Examples of plagiarism include, but are not limited to (1) submitting an assignment as if it were one's own work when is at least partly the work of another person; (2) submitting a work that has been purchased or otherwise obtained from the Internet or another source; and/or (3) incorporating the words or ideas of an author into one's paper without giving the author credit. Penalties may include, but are not limited to reprimand, no credit for the assignment or exam, re-submission of the work, make-up exam, failure of the course, or expulsion from the university. Please read the complete policy at http://www.sfasu.edu/policies/student_academic_dishonesty.pdf

Course Grades (University Policy 5.5)

At the discretion of the instructor of record and with the approval of the academic unit head, a grade of WH will be assigned only if the student cannot complete the course work because of unavoidable circumstances. Students must complete the work within one calendar year from the end of the semester in which they receive a WH, or the grade automatically becomes an F, except as allowed through policy related to active military service. If students register for the same course in future semesters, the WH will automatically become an F and will be counted as a repeated course for the purpose of computing the grade point average. Please refer to the complete policy at http://www.sfasu.edu/policies/course-grades.pdf.

Students with Disabilities

Any student with a documented disability requiring accomodation, please make an appointment to see me.

To obtain disability related accommodations, alternate formats and/or auxiliary aids, students with disabilities must contact the Office of Disability Services (ODS), Room 325 in the Human Services Building, 468-3004/468-1004 (TDD) as early as possible in the semester. Once verified, ODS will notify the course instructor and outline the accommodation and/or auxiliary aids to be provided. Failure to request services in a
timely manner may delay your accommodations. For additional information, go to http://www.sfasu.edu/disabilityservices/.

**Student Conduct (University Policy 10.4)**

Classroom behavior should not interfere with the instructor’s ability to conduct the class or the ability of other students to learn from the instructional program (see the full Student Conduct Code at http://www.sfasu.edu/policies/student-conduct-code.pdf.) Unacceptable or disruptive behavior will not be tolerated. Students who disrupt the learning environment may be asked to leave class and may be subject to judicial, academic, or other penalties. This prohibition applies to all instructional forums, including electronic, classroom, labs, discussion groups, field trips, etc. The instructor shall have full discretion over what behavior is appropriate/inappropriate in the classroom. Students who do not attend class regularly or who perform poorly on class projects/exams may be referred to the iCare Early Alert Program. This program provides students with recommendations for resources or other assistance that is available to help SFA students succeed.