

## COURSE SYLLABUS 2019-20

Basic information on the course			
Course:	International Management		
Course code:	70931101	Plan:	Máster en Gestión Internacional de la Empresa e Idiomas
Academic Year:	2019-20	Undergraduate/Graduate:	Graduate
Degree Year:	1	Type:	Compulsory
Duration:	Annual		
TIME DISTRIBUTION ACCORDING TO REGULATIONS			
Credits:	6		
Total time:	150		
<b>USE OF LEARNING PLATFORM:</b>	Yes, as a support for teaching activities		

TEACHERS			
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## OTHER IMPORTANT INFORMATION

### Content justification

This course examines and analyzes the problems of managing in an international organization. Consequently, the contents aim to provide the students with the managerial skills required to understand and the appropriate strategies for successful operation in an international company of the 21st century.

### Courses related in Study Plan

This is a compulsory course that serves as an core knowledge to the rest of the optional courses

### Pre-required knowledge

Given that the students' previous background is very heterogeneous, it is necessary to establish some mechanism to explain basic concepts before the classes start. For advanced students in a particular topic, it is very boring, time consuming and very little challenging to expend one session explaining elemental issues. Consequently, the professor will make available to the students some preparatory materials that should be reviewed and studied in advance. Among the preparatory materials there will be included learning outlines and auto-check questions.

Therefore, the goal is to avoid lowering the level of the classes to explain elemental knowledge of topics (such as what is a "differentiation strategy"?). So, we expect to get a more homogeneous group and provide interesting, challenging, high-quality, and value-adding sessions right from the start.

## COMPETENCES

### Basic and general competences

#### *Basic competences*

- *Knowledge practical application*
- *Decision-making ability*
- *Communication and social skills*

#### *General competences:*

- Comprehensive understanding of the skills required to manage a corporation in an international environment (Obtener una visión de conjunto sobre las habilidades necesarias para gestionar una empresa- CEM1)
- Ability to identify the costs and benefits of a firm's strategic initiatives in an international environment (CEM2 - Capacidad para identificar los costes y beneficios para la empresa de diferentes alternativas estratégicas)
- Applying managerial skills (such as motivating employees, leadership, entrepreneurship) in international contexts. (CEM3 - Conocer los principios prácticos de habilidades directivas específicas y aplicar estos principios en diferentes contextos organizativos)
- Decision making (CEM4- Capacidad para la argumentación de criterios de decisión)
- Teamworking (CEM5 - Capacidad de trabajo en equipo)

*Key competences University of Almeria*

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Specific competences

**LEARNING OUTCOMES**

At the end of this course, participants should be able to:

- 1.- Apply knowledge to problem-solving processes to new or unknown environments within international and complex contexts.
- 2.- Integrate knowledge in judgement calls based on incomplete or limited information and including social and ethical considerations into the decision making process
- 3.- Clearly and unambiguously explain conclusions and judgement calls –and the knowledge and ultimate reasoning driving those calls– to specialized or unspecialized counterparts
- 4.- Understand the key dimensions of international business activities
- 5.- Develop analytical abilities for strategic decision making in an international environment

-6. Develop skills relevant to managers of multinational corporations, as well as those for operating in other dimensions of business.

7.- Apply motivational and leadership theories across cultures

8.- Argue strategic decisions

9.- Teamwork

## COMPETENCY ASSESSMENT

### Criteria and assessment tools

- In-class participation and assignments. Students should intensively prepare the case studies and classes in advance when required and participate actively on the case studies resolution. After every class the instructor will assign a grade to every student based on both, the frequency of participation and the value added of the participations.
- Home assignments: In the Blackboard online platform there will be available a number of assignments and activities that should be delivered within a deadline. Those activities consist of watching a film and answering the questions formulated by the teacher related to the film. Answering these questions require from the students to apply management theory. Therefore, students will need to consult recommended bibliography to answer properly. This kind of exercises should be solved individually.

### EVALUATION CRITERIA

I believe (and research backs me) that students learn best when they talk about things and experience things by really going through and critically analyzing the process(es) we discuss. This also makes much more fun for all of us. Therefore, I will NOT stand up in front of the classroom and tell you everything you need to learn. Students must be ACTIVE in their learning process. We are working together! We all create knowledge, reach conclusions and learn.

I also believe that students learn best when they receive appropriate amounts of encouragement and criticism. If I always tell you that you've performed amazingly well, how will you really know when you have?

However, students are in the learning phase and it is normal to commit some mistakes. Students actively participating in the classes (and making mistakes from time to time) will be rewarded vs. those not participating (and not making any mistake).

The English language capabilities will NOT be taken into account in the student's evaluation.

There are two ways being evaluated:

Option A):

This option should be the most common among students and is preferred by the instructor. The student should attend to a minimum of 80% of the classes (in hours). If one student fails to attend to this minimum, for whatever reason, he or she should automatically follow the requirements of option B.

## Daily participation

During the classes, students should participate actively on the case studies, open questions and assignments, both individually and in teams. When the instructor facilitates a case study through "blackboard learning" platform, students should prepare the case studies in advance. After every class, the instructor will assign a grade to every student based on both, the frequency of participation and the value added of every participation. In addition, every team will be graded according to the written answers provided to assignment questions during classes.

At the end of the course, the average of every day's grades will count a 40% of the final grade.

## Assignments

Another 20% will be based in the evaluation of other activities, problems proposed during the course and on the participation on virtual forums. In particular, there will be a minimum of 2 tasks made available through aula virtual, based on comments on films related to the course topics. Final exam

Finally, a 40% of the grade will depend on a final exam based on open questions and mini-cases related to the content provided during the course.

It is a condition to reach in the exam a grade of at least 40 points (out of 100) to pass the entire course.

## Option B):

A final exam will count on a 80% of the final grade. This final exam will include multiple choice questions, descriptive questions and a written case study.

The remaining 20% will be based in the evaluation of other activities, problems proposed during the course and on the participation on "aula virtual" forums. In particular, there will be a minimum of 4 tasks made available through aula virtual, based on comments on films.

This option does not require a minimum attendance.

## Marking system.

From 0 to 100, whereas:

100 - Matrícula de Honor - Excelent – A

90 - 100 Sobresaliente - Very good – B

70- 89 Notable - Good - C

50 - 69 Aprobado - Satisfactory – D/E

0 - 49 Suspenso - Fail – F

## Follow-Up Mechanisms

- Class participation and verbal feedback
- Blackboard learning platform Access
- Class activities and assignments
- Home assignments
- Others: Students will be evaluated everyday and grades will be published in the web platform of the course.

## Functional diversity / Functional disability.

- Those students with disabilities or special educational needs can get in contact with the Delegation of the Rector for the Functional Diversity (<http://www.ual.es/discapacidad>) to receive the appropriate guidance and advice in order to facilitate their instructional, learning and training processes. Likewise, these students may request the implementation of the necessary and suitable adaptations of content, methodology and evaluation that guarantee equal opportunities in their academic development. The processing of any personal data or aggregated information regarding these aforementioned students, in full compliance with the GDPR, is strictly confidential. Faculties and academic staff lecturing the course referenced by this guide/document will be in charge of applying the recommended adaptations approved by the Delegation of the Rector for the Functional Diversity, this fact will be, therefore, notified to the School or Faculty as well as to the coordinator of the academic course.

## COURSE MATERIALS

### Recommended course materials

#### *Complementary*

- Fred Luthans and Jonathan P. Doh. INTERNATIONAL MANAGEMENT: CULTURE, STRATEGY, AND BEHAVIOR.. McGraw-Hill. 2012.

#### *Other materials*

- Luis R. Gomez-Mejia, David B. Balkin, Robert L. Cardy. Management: people, performance, change. New international edition. Pearson. 2014.

### Course materials available in UAL's library

You can check whether these books are available at UAL's library here:

<http://almirez.ual.es/search/x?SEARCH=70931101>

## WEBSITES

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