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Mgmt. 471 – Multinational People Management

Spring, 2010

Course Outline

Instructor: Dr. Wendy Eager
Office: 336 Riverpoint; 308 (shared faculty office) Kingston (Cheney)
Office Hrs.: MW: 4:30-6 PM PM (R)
                TR: 2-3 PM (KGS 308)

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Course Description: This course analyzes the human resource issues that exist in an international environment. It examines diversity and cultural variables existing among home country, host country, and corporate cultures.

Topics include: the context of international human resource management, the relationship between strategy and international HR, multinational perspectives on staffing, training and development, performance appraisal, compensation, and industrial relations. Re-entry and career issues are also addressed.

Class activities include: class discussions, case analyses, exercises, and student presentations.

The material and activities are designed to encourage: multicultural understanding, critical thinking, ethical decision-making, and effective communication.

Course Objectives:
By the end of this course, a successful student should be able to:
1. identify the critical concepts and issues in the field of IHRM;
2. resolve common problems in international HRM;
3. conduct research in IHRM; and
4. apply HR techniques in a broader context.

Team Component: There are team activities in this class. There are certain conditions that I will assume this quarter regarding team performance and consideration. Each team member is expected to engage equally in all elements of the assignment (research, assessment, write-up, and presentation.) If at any point my assumptions are incorrect, please let me know as soon as possible.
**Class Activities:**

**Tests:** Tests will consist of multiple choice, short answer and essay questions. They will focus on chapter readings, lecture, and class discussions.

Make-up tests will only be given in case of an emergency or some unusual or special circumstance. The student is responsible for notifying the instructor of the special situation prior to the test or as close to the scheduled time as possible and for making arrangements for the make-up test.

**Assignments:** Students are expected to bring a typed response to each assignment as directed. Papers will be one basis for class discussion.

Late assignments will not be accepted. Exceptions may be made in case of medical/emergency/unusual circumstances.

**Activities:** Students will be participating in case analyses and exercises throughout the quarter. Typically, these in-class activities will be team-based. Teams should expect to share their findings with the class.

**Team Presentation:** Each team will complete a detailed analysis (10 pages plus bibliography) of a selected topic relating to the course and present the information to the class. Presentations will run approx. 15 minutes. (See separate sheet for some ideas for topics.) Written reports are due on the day of the presentation. Grading criteria include: quality and quantity of material, organization of material, correct use of grammar, punctuation, spelling, and professional approach used in presentation. (See separate sheet for scoring rubric.) Each team member will receive the same grade.

**Discussion, Professionalism, and Attendance:** As with most of your senior level courses, participation and attendance are critical to fully understand concepts and application. Students should come to class prepared to discuss the topics and to participate in the events scheduled. If you miss a class, you are responsible for finding out what you missed from a classmate.

**Class Environment**

**Professionalism:** Professional behavior is to be maintained at all times during class activities. This means that when someone is speaking or presenting their work, the classroom should be silent. As in any academic environment, questions are welcome, but informal chatter becomes a distraction for those in attendance. Cell phones should be turned “off” during class (except for emergency situations.) Text messaging, listening to music, and playing games/“surfing the web” during class should be avoided. Failure to adhere to these standards will affect your grade.

**Academic Integrity**

Any question of Academic Integrity will be handled as stated in the EWU Academic Integrity Policy. This policy is on the EWU web site. Violations will result in a course grade of X.X.
Equal Opportunity
No person shall, on the basis of age, race, religion, color, gender, sexual orientation, gender identity, national origin or disability, be excluded from participation in, or be denied the benefits of, or be subjected to discrimination under any program or activity of Eastern Washington University.

Affirmative Action
Eastern Washington University adheres to affirmative action policies to promote diversity and equal opportunity for all faculty and students.

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Student Support: The university is committed to providing support for students with disabilities. If you are a student with physical, learning, emotional, or psychological disabilities requiring an accommodation, you are encouraged to stop by Disability Support Services (DSS), TAW 124 and speak with Kevin Hills, the Manager DSS or call 509-359-6871.

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Grading:
Test 1 100 points
Test 2 100 points
Assignments 100 points (4x25)
Team
  Presentation 100 points
Discussion,
  Professionalism,
  Attendance 100 points
  (includes team ----------
  Activities) 500 points

Grading Scale: (general guidelines)
90-100 3.7-4.0
80-89 2.7-3.6
70-79 1.7-2.6
60-69 .7-1.6
<60 0
Tentative Schedule

Mar. 30 & Apr. 1
Introduction/Expectations
Team Formation/Topic Selection
IHRM Vocabulary Sheet
Culture Discussion
Ch. 1 Introduction:

Apr. 6 & 8
Ch. 2 The Organizational Context
Ch. 3 The Context of Cross-Border Alliances and SMEs
Assignment 1 Due

Apr. 13 & 15
Ch. 4 Staffing International Operations for Sustained Global Growth
Case 6 Strategic Forecasts and Staffing Formulation: Executive and Managerial Planning for Bosch-Kazakhstan

Apr. 20-22
Ch. 5 Recruiting and Selecting Staff for International Assignments
Case 2 Quality Compliance at the Hawthorne Arms
Assignment 2 Due

Apr. 27-29
Ch. 6 International Training and Development
Case 1 Spanning the Globe
Assignment 3 Due

May 4 & 6
Test 1
Ch. 7 International Compensation
Case 5 Wolfgang’s Balancing Act: Rewarding Healthcare Executives in a Dispersed yet Integrated Firm

May 11 & 13
Ch. 8 Re-entry and Career Issues
Case 3 Jaguar or Bluebird? (A)
Case 4 Jaguar or Bluebird? (B)
Ch. 9 IHRM in the Host-Country Context
May 18 & 20
Ch. 10 International Industrial Relations
Case 7 Norge Electronics
Presentations
Assignment 4 Due

May 25 & 27
Ch. 11 Performance Management
Presentations

June 1 & 3
Ch. 12 IHRM Trends: Complexity, Challenges, and Choices in the Future
Presentations

June 10 (Finals Week)
Test 2

**This schedule is tentative and may be revised in order to accommodate special situations that may arise in class.**