

MGT 407



International Management Practices

**Why do we study international
management?**

International Management

One of the benefits of studying international management is that it helps students understand a whole new world from managerial perspective.

They will be exposed to how to work, coordinate and monitor a diverse team, and perform research within a global context.

International Management

International management involves understanding international economics, leading change in international corporations and creating global business strategies.

International Management



Managerial Functions of International Management



Managerial Effectiveness



Culture of Excellent Organisation

1

Bias for
Action

2

Customer-Centric
Approach

3

Autonomy
and
Entrepreneurship

4

Productivity
through People

5

Values-Driven

6

Focus on
Core Expertise

7

Streamlined
Structure
and Agility

Rational of the Course

The complexities of a world of nation-states and trade blocs produce both opportunities and challenges to firms operating across national boundaries.

Yet the recently renewed interest in the trends of globalization has often led business leaders and analysts to view the world as a homogeneous market place.

This course aims to assist the future international manager and public policy analyst in examining the different ways national and local institutions shape the risks and opportunities of increasingly integrated markets.

Rational of the Course

It will provide the student with a understanding of the contextual factors influencing the practice of management around the world.

Students will gain a broader perspective on effective and appropriate management practices in specific contexts and learn specific information regarding national & organizational contexts in North America, East & West Europe, Asia, Latin America, and Africa

Intended Learning Objectives (ILO)

To explore how higher level institutions (i.e., economical, legal, political, etc.) significantly affect the way in which management is practiced in different contexts;

2. To analyze how institutions shape functional aspects of different managerial activities (such as planning, controlling, organizing, etc.).

3. To enhance students readiness to practice management beyond their specific national contexts.

Course Learning Outcomes (CLO)

After successful completion of the course, the students will be able to:

1. Understand key differences among different institutional environments across the world.
2. Comprehend specific functional differences between managerial practices across the world.
3. Know about management by democracy and the employee controlled organization.

| Course Learning Outcomes | Course Contents | Lec. | Teaching Learning Strategy | Assessment Strategy |
|--------------------------|---|------|----------------------------------|--|
| CLO-1 | Management; A Conceptual and Contextual Overview | 3 | Class Lecture | Class Attendance : 10 Marks, In course Assessment: 20 Marks (Class Test/ Class Presentation (Individual/Group)/ Home Assignment/ Quiz Semester Final Examination: 70 Marks |
| CLO-2 | American (U.S.) Management | 4 | Class Lecture Open discussion | |
| CLO-2 | West European Management | 3 | Class Lecture Debriefing | |
| | Students Assessment | 1 | Students Participation | |
| CLO-2 | Soviet Socialist Management | 4 | Class Lecture Open discussion | |
| CLO-3 | Management-By-Democracy; The Employee-Controlled Organization | 4 | Class Lecture Collaborating | |
| | Presentation (Individual) | 7 | Students Participation | |
| CLO-2 | The Legacy of China | 4 | Class Lecture Debriefing | |
| | Students Assessment 2 | 1 | Students Participation | |
| CLO-2 | Japanese Management; Tradition and Transition | 4 | Class Lecture Open discussion | |
| CLO-2 | Management in Latin America | 4 | Class Lecture Open discussion | |
| | Case Study Presentation (Individual/Group) | 6 | Students Participation | |

Text Book:

- Ralph B. Edfelt, *Global Comparative Management, A Functional Approach*, San Jose State University, USA.

References:

- Malcolm Warner Routledge, *Comparative Management: Critical Perspectives on Business and Management*, 2003.
- Fred Luthans and Jonathan P. Doh, *International Management: Culture, Strategy and Behavior* (8th Ed.). The McGraw-Hill Companies, Inc., 2012.
- Richard Mead and Tim G. Andrew, *International Management: Culture and Beyond* (4th Ed.). 2009.