

TMGT 351-01W Managing Cultural Differences

COURSE SYLLABUS: Fall, 2016

Instructor: Dr. Mohammed Al Mansouri
Assistant Professor
Department of Engineering and Technology

Office Location:

Office Hours:

Office Phone: 903-886-5474

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COURSE INFORMATION

Classroom: Online instructional site: eCollege

Course Text:

Textbook Required:

TITLE: *Managing Cultural Differences*, 7th Ed. AUTHORS: Moran, Harris, and Moran

ISBN: 10: 0-7506-8247-7

PUBLISHER: Elsevier

PUBLICATION DATE: 2007

Helpful:

Although not required the Publication Manual of the American Psychological Association (APA), 6th Edition will be utilized for the Research paper for formatting and references.

Course Description:

This course is designed to provide the student with a better understanding of how individuals, teams, and organizations function effectively in technologically advanced and culturally diverse work environments. It will emphasize the role of leaders in organizations, best leadership practices, and future leadership trends and change management.

Student Learning Outcomes:

Upon satisfactory completion of the course, the student will:

- Have an understanding of cultural differences and styles in business and industry, including management, both globally and in U.S.,
- Be able to define cultural management as it applies to contemporary business and industry,

- Be able to read, review, and interpret case studies involving cultural differences.
- Demonstrate knowledge of cultural differences by preparing a written paper on the various aspects and practices of management of cultural differences, and
- Be able to define the future impact of cultural differences in management.

COURSE REQUIREMENTS

Instructional / Methods / Activities Assessments

All of the course and student performance objectives will be assessed using responses from briefing and other deliverable materials. The learners will be expected to articulate appropriate comments, observations, answers, or treatise concerning each of the course objectives, during discussions, the final executive briefing and the deliverable work(s).

GRADING

Assignment	Maximum Points
Discussion Boards	200
Research Paper	100
Final Team Project	300
TOTAL	600

Grades will be determined by the following:

Percentage%	Total Points	Grade
90-100	540-600	A
80-89	480-539	B
70-79	420-479	C
60-69	360-419	D
< 60	<359.5	F

Discussion Boards (200 Points)

There will be a total of 20 discussion boards. Students will be required to post their personal responses on or before the assigned date, and then provide detailed comments to at least 2 other student postings no later than the assigned date. Due dates will be posted within the discussion boards.

Research Paper (100 Points)

Each student will be expected to *read the textbook* adopted for this course and additionally conduct **extensive** and **verifiable** internet research on the topic of

“managing cultural differences”. Specifically, the student will be expected to pick a topic of interest and prepare a 1000-1250 word paper of this topic plus references. Based on the research and its finding, each student will be expected to write a scholarly research paper using the provided Manuscript Format Guide, to be provided in the Doc Sharing section of the course. To receive prior approval, students must submit their proposed topic to the Professor via Research Paper Discussion Board and receive a positive response before starting to write their paper.

Internet research cited in your paper is to come from only verifiable and legitimate sources. **Your cited sources will be checked and verified by your Professor and must be cited properly per APA. Papers will also be submitted to Turn-It-In via the proper dropbox. Wiki is NOT an approved reference.**

Final Team Project (300 Points)

Final Team Project will be a group project. The teams will be assigned a geographic region to explain and develop a “crash course” of knowledge for someone going to that area. More details will be posted in eCollege.

TECHNOLOGY REQUIREMENTS

- The student will need access to high-speed internet connection, with a modern computer (Windows XP or newer, MS Office, Internet Explorer (6.0, 7.0, or 8.0). It is possible that lectures will be conducted via the web, using ClassLive Pro. Students will be given instructions as to how to access this program via the Drop box. Students also will need a microphone and speakers (preferable a headset) in order to hear and talk with the Professor.
- Your courses will also work with Macintosh OS X along with a recent version of Safari 2.0 or better. Along with Internet Explorer and Safari, eCollege also supports the Firefox browser (3.0) on both operating systems.
- It is strongly recommended that you perform a “Browser Test” prior to the start of your course. To launch a browser test, login in to eCollege, click on the “myCourses” tab, and then select the “Browser Test” link under Support Services.

ACCESS AND NAVIGATION

- This course was developed and will be facilitated utilizing eCollege, the Learning Management System used by Texas A&M University-Commerce. To get started with the course, go to <https://leo.tamuc.edu/login.aspx>.
- You will need your CWID and password to log in to the course. If you do not know your CWID or have forgotten your password, contact Technology Services at 903.468.6000 or helpdesk@tamuc.edu. For additional information on how to be a successful student, log in to **tamuc**; password **online**, and read the information provided.

- Students will access and follow all course instructions found in the weekly content area; they will participate in Discussion Boards, submit assignments (research paper) via the Drop Box tab, and take the Final Exam.

COMMUNICATION AND SUPPORT

Information on how to contact your Professor is provided on the first page. Email is the preferred method of communication. Every effort will be made to respond to your email within 24 to 48 hours. If personal meetings are desired, an appointment must first be made and confirmed; office hours are posted. The Professor will communicate with students via email, ClassLive Pro, and / or eCollege Announcements. All communications are expected to be of professional nature, with proper spelling and punctuation.

SUBMITTING ASSIGNMENTS

Protocol for Preparing Homework or Other Submittals

- Submitted student work must be prepared using Microsoft Word, and PowerPoint; other word processing formats will not be accepted.
- Neat, professional appearing submittals, which are well organized, communicate your thoughts well, and contain technically correct information will receive higher scores. Additional guidelines for the assignments will be provided in eCollege email and/or Announcements.

STUDENT SUPPORT

- Texas A&M University-Commerce provides students technical support in the use of eCollege. The student help desk may be reached by the following means 24 hours per day, seven days per week:
 1. **Chat Support:** Click on “*Live Support*” on the tool bar within your course to chat with an eCollege representative
 2. **Phone:** 1-866-656-5511 (toll free) to speak with an eCollege Technical Support Representative
 3. **Email:** helpdesk@online.tamuc.org
 4. **Help:** Click on the “*Help*” button on the toolbar for information regarding working with eCollege (i.e., “how to submit to the drop box, etc.”)

COURSE AND UNIVERSITY PROCEDURES/POLICIES

Course Specific Procedures

Academic Dishonesty

Texas A&M University-Commerce will not allow plagiarism in any form. The students' course works should be their own. Plagiarism represents disregard for academic standards and is strictly against University policy. If you have a question regarding academic dishonesty and integrity, please talk to the instructor or refer to the Code of Student Conduct from Student Guide Handbook.

University Specific Procedures

Students with Disabilities

The Americans with Disabilities Act (ADA) is a federal anti-discrimination statute that provides comprehensive civil rights protection for persons with disabilities. Among other things, this legislation requires that all students with disabilities be guaranteed a learning environment that provides for reasonable accommodation of their disabilities. If you have a disability requiring an accommodation, please contact:

Office of Student Disability Resources and Services

Texas A&M University-Commerce

Gee Library- Room 132

Phone (903) 886-5150 or (903) 886-5835

Fax (903) 468-8148

StudentDisabilityServices@tamuc.edu

Student Conduct

All students enrolled at the University shall follow the tenets of common decency and acceptable behavior conducive to a positive learning environment. The Code of Student Conduct is described in detail in the Student Guidebook.

<http://www.tamuc.edu/admissions/registrar/documents/studentGuidebook.pdf>

Students should also consult the Rules of Netiquette for more information regarding how to interact with students in an online forum: Netiquette

<http://www.albion.com/netiquette/corerules.html>

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Fax (903) 468-8148 StudentDisabilityServices@tamuc.edu

Remember Late Work will not be accepted.

Incompletes are not available. A student may drop a course by logging into their myLeo account and clicking on the hyperlink labeled "Drop a class" from the choices found.

Handgun Statement

Texas Senate Bill - 11 (Government Code 411.2031, et al.) authorizes the carrying of a concealed handgun in Texas A&M University-Commerce buildings only by persons who have been issued and are in possession of a Texas License to Carry a Handgun. Qualified law enforcement officers or those who are otherwise authorized to carry a concealed handgun in the State of Texas are also permitted to do so. Pursuant to Penal Code (PC) 46.035 and A&M-Commerce Rule 34.06.02.R1, license holders may not carry a concealed handgun in restricted locations. For a list of locations, please refer to (<http://www.tamuc.edu/aboutUs/policiesProceduresStandardsStatements/rulesProcedures/34SafetyOfEmployeesAndStudents/34.06.02.R1.pdf>) and/or consult your event organizer). Pursuant to PC 46.035, the open carrying of handguns is prohibited on all A&M-Commerce campuses. Report violations to the University Police Department at 903-886-5868 or 9-1-1.

Course Calendar:

Topic	Discussion due date
What is your culture?	Due Date Sept 2nd 11:59 pm
Traditions	1st Discussion Board Responses Due By 11:59 pm Friday Sept. 9, 2016 Responses to two other post Due By 11:59 pm Monday Sept. 12, 2016
Culture and Characteristics	1st Discussion Board Responses Due By 11:59 pm Thursday Sept. 15, 2016 Responses to two other post Due By 11:59 pm Monday Sept. 19 , 2016
Communication	1st Discussion Board Responses Due By 11:59 pm Thursday Sept. 22, 2016 Responses to two other post Due By 11:59 pm Monday Sept. 26 , 2016
Power Distance Index	1st Discussion Board Responses Due By 11:59 pm Thursday Sep. 29, 2016 Responses to two other post Due By 11:59 pm Monday Oct. 3 , 2016
Low/High Context Communication	1st Discussion Board Responses Due By 11:59 pm Thursday Sep. 29, 2016 Responses to two other post Due By 11:59 pm Monday Oct. 3 , 2016
Cultural Views	1st Discussion Board Responses Due By 11:59 pm Thursday Oct. 6, 2016 Responses to two other post Due By 11:59 pm Monday Oct. 10, 2016
Knowledge and Economic	1st Discussion Board Responses Due By

Culture	11:59 pm Thursday Oct. 6, 2016 Responses to two other post Due By 11:59 pm Monday Oct. 10, 2016
Skills for Global Leaders	1st Discussion Board Responses Due By 11:59 pm Thursday Oct. 13, 2016 Responses to two other post Due By 11:59 pm Monday Oct. 17, 2016
The Glass Ceiling	1st Discussion Board Responses Due By 11:59 pm Thursday Oct. 20, 2016 Responses to two other post Due By 11:59 pm Monday Oct. 24, 2016
Immigration in the workplace	1st Discussion Board Responses Due By 11:59 pm Thursday Oct. 20, 2016 Responses to two other post Due By 11:59 pm Monday Oct. 24, 2016
Global Leadership	1st Discussion Board Responses Due By 11:59 pm Thursday Oct. 27, 2016 Responses to two other post Due By 11:59 pm Monday Oct. 31, 2016
Ethical Behavior in the Global Workplace	1st Discussion Board Responses Due By 11:59 pm Thursday Oct. 27, 2016 Responses to two other post Due By 11:59 pm Monday Oct. 31, 2016
Team Synergy Part 1.	1st Discussion Board Responses Due By 11:59 pm Thursday Nov. 3, 2016 Responses to two other post Due By 11:59 pm Monday Nov. 7, 2016
Team Synergy Part 2.	1st Discussion Board Responses Due By 11:59 pm Thursday Nov. 3, 2016 Responses to two other post Due By 11:59 pm Monday Nov. 7, 2016
Organizational Culture	1st Discussion Board Responses Due By 11:59 pm Thursday Nov. 10, 2016 Responses to two other post Due By 11:59 pm Monday Nov. 14, 2016
Current Events	Response Due By 11:59 pm Monday Nov. 21, 2016
Acceptable and Familiar	1st Discussion Board Responses Due By 11:59 pm Thursday Dec 1, 2016 Responses to two other post Due By 11:59 pm Monday Dec 5, 2016
Topics	Due By 11:59 pm Monday Dec 12, 2016