

**OLT 515 Cultural Issues in Organizations**  
COURSE SYLLABUS: OLT-515-01W SUMMER I 2023

Please, click on the following link to access A&M-Commerce Covid 19 Information, <https://new.tamuc.edu/coronavirus/>

**Instructor:** Dimitra Smith, Ph. D (Professor and Department Head)

**Office Location:** ED North

**Office Hours:** Virtual daily (Tuesday 10:00am -1:00pm and Wednesday 10:00am – 12:00noon CST~) by appointment

**University Email Address:** [Dimitra.smith@tamuc.edu](mailto:Dimitra.smith@tamuc.edu)

**Best method of contact:** The best way to contact me is via email. I will respond to all emails within 48 hours (unless it is the weekend or holiday). All emails received after 12:00 noon (CST) on Thursdays, will receive a response on the following Monday.

## COURSE INFORMATION

### ***Textbook(s) Required:***

- HRD in the Age of Globalization by Michael Marquardt, Nancy Berger, and Peter Loan. Print ISBN-13 : 978-0465043835, ISBN-10: 0465043836

### ***Optional***

- American Psychological Association. (2010). *Publishing manual of the American Psychological Association* (6th ed.). Washington, DC: Author.

### ***Course Description***

The capability to understand diverse cultures across the world and skills to address cultural differences are essential for successful intercultural workplace learning practices in the current globalized society. This course will investigate the impact of culture and globalization based on the international human resource development (HRD) perspectives. Cultural factors that influence international HRD will be examined to understand the nature of intercultural workplace learning. And then, the roles of international HRD professionals will be explored for developing intercultural workplace learning practices.

### ***Student Learning Outcomes***

1. Discuss the impact of globalization on intercultural workplace learning practices
2. Compare and evaluate cultural models for describing cultural variations

3. Discuss the issues encountered in intercultural workplace learning practices and ways to improve such practices
4. Demonstrate an advanced understanding of the roles of international HRD professionals in addressing culturally diverse employees or trainees

## **COURSE REQUIREMENTS**

### ***Minimal Technical Skills Needed***

This is a fully online course. Assignments will be delivered via a Learning/Course Management System. Knowledge of the substantive material covered in the course is of central importance. Grading will include consideration of content as well as grammar, spelling, organization, and explicit use of readings. A serious commitment to mastery of the content and contribution to everyone's learning is expected. An online course inherently requires students to be active, reflective, and contributive learners.

Assigned readings are noted within the module overview as well as on the course schedule. Required module readings will serve as a basis for online discussion. Late submissions, one week past the due date **WILL NOT** be accepted, and each day late will incur 10% score deduction. I do understand that sometimes there are circumstances outside one's control that may impact timely submission of assignments, such as jury duty, hospitalization, or death of a family member. In these instances, a student is expected to notify the instructor **BEFORE** the assignment deadline.

### ***Course Grade***

Final grades in this course will be based on the following scale:

**A = 90%-100%**

**B = 80%-89%**

**C = 70%-79%**

**D = 60%-69%**

**F = 59% or Below**

### **Total points corresponding to the final letter grades**

**A = 451- 500 Points**

**B = 401- 450 Points**

**C = 351- 400 Points**

**D = 301- 350 Points**

**F = 300 & > Points**

**Discussion Boards (4 at 20 points each = 80 points total):** Each discussion thread topic will require a “post” and two “replies” to fellow classmate’s posts.

**Weekly Reflection Paper (4 at 40 points each = 160 points total):** Each student is to post a journal entry for each module's reading assignment.

**Research Paper (260 points):** Students will write a research paper directly related to one aspect of the course. The research paper will be between 3,000 - 4,000 words, utilize a minimum of 15 references and adhere to standard APA (6<sup>th</sup> ed.) format. The research paper should basically constitute a literature review of an aspect of the course that caught your fancy. Students will use double-spaced type (Times New Roman 12-point font). The format will include 1-inch margins on the top, bottom, and sides, and **fully comply with APA (6<sup>th</sup> ed.)** guidelines.

## TECHNOLOGY REQUIREMENTS

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#### **LMS**

All course sections offered by Texas A&M University-Commerce have a corresponding course shell in the myLeo Online Learning Management System (LMS). Below are technical requirements

LMS Requirements:

<https://community.brightspace.com/s/article/Brightspace-Platform-Requirements>

LMS Browser Support:

[https://documentation.brightspace.com/EN/brightspace/requirements/all/browser\\_support.htm](https://documentation.brightspace.com/EN/brightspace/requirements/all/browser_support.htm)

YouSeeU Virtual Classroom Requirements:

<https://support.youseeu.com/hc/en-us/articles/115007031107-Basic-System-Requirements>

#### **Desktop Support**

<b>Browser</b>	<b>Supported Browser Version(s)</b>	<b>Maintenance Browser Version(s)</b>
Microsoft® Edge	Latest	N/A
Microsoft® Internet Explorer®	N/A	11

Browser	Supported Browser Version(s)	Maintenance Browser Version(s)
Mozilla® Firefox®	Latest, ESR	N/A
Google® Chrome™	Latest	N/A
Apple® Safari®	Latest	N/A

### Tablet and Mobile Support

Device	Operating System	Browser	Supported Browser Version(s)
Android™	Android 4.4+	Chrome	Latest
Apple	iOS®	Safari, Chrome	The current major version of iOS (the latest minor or <b>point</b> release of that major version) and the previous major version of iOS (the latest minor or <b>point</b> release of that major version). For example, as of June 7, 2017, D2L supports iOS 10.3.2 and iOS 9.3.5, but not iOS 10.2.1, 9.0.2, or any other version.  Chrome: Latest version for the iOS browser.
Windows	Windows 10	Edge, Chrome, Firefox	Latest of all browsers, and Firefox ESR.

- You will need regular access to a computer with a broadband Internet connection. The minimum computer requirements are:
  - 512 MB of RAM, 1 GB or more preferred
  - Broadband connection required courses are heavily video intensive
  - Video display capable of high-color 16-bit display 1024 x 768 or higher resolution
- You must have a:

- Sound card, which is usually integrated into your desktop or laptop computer
  - Speakers or headphones.
  - \*For courses utilizing video-conferencing tools and/or an online proctoring solution, a webcam and microphone are required.
- Both versions of Java (32 bit and 64 bit) must be installed and up to date on your machine. At a minimum Java 7, update 51, is required to support the learning management system. The most current version of Java can be downloaded at: [JAVA web site http://www.java.com/en/download/manual.jsp](http://www.java.com/en/download/manual.jsp)
  - Current anti-virus software must be installed and kept up to date.

Running the browser check will ensure your internet browser is supported.

Pop-ups are allowed.

JavaScript is enabled.

Cookies are enabled.

- You will need some additional free software (plug-ins) for enhanced web browsing. Ensure that you download the free versions of the following software:
  - [Adobe Reader https://get.adobe.com/reader/](https://get.adobe.com/reader/)
  - [Adobe Flash Player \(version 17 or later\) https://get.adobe.com/flashplayer/](https://get.adobe.com/flashplayer/)
  - [Adobe Shockwave Player https://get.adobe.com/shockwave/](https://get.adobe.com/shockwave/)
  - [Apple Quick Time http://www.apple.com/quicktime/download/](http://www.apple.com/quicktime/download/)
- At a minimum, you must have Microsoft Office 2013, 2010, 2007 or Open Office. Microsoft Office is the standard office productivity software utilized by faculty, students, and staff. Microsoft Word is the standard word processing software, Microsoft Excel is the standard spreadsheet software, and Microsoft PowerPoint is the standard presentation software. Copying and pasting, along with attaching/uploading documents for assignment submission, will also be required. If you do not have Microsoft Office, you can check with the bookstore to see if they have any student copies.

## **ACCESS AND NAVIGATION**

You will need your campus-wide ID (CWID) and password to log into the course. If you do not know your CWID or have forgotten your password, contact the Center for IT Excellence (CITE) at 903.468.6000 or [helpdesk@tamuc.edu](mailto:helpdesk@tamuc.edu).

**Note:** Personal computer and internet connection problems do not excuse the requirement to complete all course work in a timely and satisfactory manner. Each student needs to have a backup method to deal with these inevitable problems. These methods might include the availability of a backup PC at home or work, the temporary

use of a computer at a friend's home, the local library, office service companies, Starbucks, a TAMUC campus open computer lab, etc.

## ***COMMUNICATION AND SUPPORT***

If you have any questions or are having difficulties with the course material, please contact your Instructor.

### **Technical Support**

If you are having technical difficulty with any part of Brightspace, please contact Brightspace Technical Support at 1-877-325-7778. Other support options can be found here:

<https://community.brightspace.com/support/s/contactsupport>

### **System Maintenance**

Please note that on the 4th Sunday of each month there will be System Maintenance which means the system will not be available 12 pm-6 am CST.

### **Interaction with Instructor Statement**

Email in the best way to contact the instructor. Course shell also provides a way to share content related questions and help needs through multiple discussion forums. If the instructor cannot be reached during office hours and talking over the phone is helpful, leaving a voice mail or emailing the instructor leaving the best date, time, and phone number to reach will be most effective.

## ***COURSE AND UNIVERSITY PROCEDURES/POLICIES***

### **Course Specific Procedures/Policies**

The instructor will make every effort to grade an exam and the final project in time. If an unusual delay should occur, such as illness or a conference travel, instructor availability and expected timeline/response will be shared as course announcement in the course shell. The course has no extra-credit assignment.

### **Syllabus Change Policy**

The syllabus is a guide. Circumstances and events, such as student progress, may make it necessary for the instructor to modify the syllabus during the semester. Any changes made to the syllabus will be announced in advance.

### ***University Specific Procedures***

## **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/oneStopShop/undergraduateAdmissions/studentGuidebook.aspx>

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](http://www.albion.com/netiquette/corerules.html)

## **TAMUC Attendance**

For more information about the attendance policy please visit the [Attendance](#) webpage and [Procedure 13.99.99.R0.01](#).

<http://www.tamuc.edu/admissions/registrar/generalInformation/attendance.aspx>

<http://www.tamuc.edu/aboutUs/policiesProceduresStandardsStatements/rulesProcedures/13students/academic/13.99.99.R0.01.pdf>

## **Academic Integrity**

Students at Texas A&M University-Commerce are expected to maintain high standards of integrity and honesty in all of their scholastic work. For more details and the definition of academic dishonesty see the following procedures:

[Undergraduate Academic Dishonesty 13.99.99.R0.03](#)

<http://www.tamuc.edu/aboutUs/policiesProceduresStandardsStatements/rulesProcedures/13students/undergraduates/13.99.99.R0.03UndergraduateAcademicDishonesty.pdf>

[Graduate Student Academic Dishonesty 13.99.99.R0.10](#)

<http://www.tamuc.edu/aboutUs/policiesProceduresStandardsStatements/rulesProcedures/13students/graduate/13.99.99.R0.10GraduateStudentAcademicDishonesty.pdf>

## **ADA Statement**

### **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 162

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

Fax (903) 468-8148

Email: [studentdisabilityservices@tamuc.edu](mailto:studentdisabilityservices@tamuc.edu)

Website: [Office of Student Disability Resources and Services](#)

<http://www.tamuc.edu/campusLife/campusServices/studentDisabilityResourcesAndServices/>

### **Nondiscrimination Notice**

Texas A&M University-Commerce will comply in the classroom, and in online courses, with all federal and state laws prohibiting discrimination and related retaliation on the basis of race, color, religion, sex, national origin, disability, age, genetic information or veteran status. Further, an environment free from discrimination on the basis of sexual orientation, gender identity, or gender expression will be maintained.

### ***Campus Concealed Carry 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 the [Carrying Concealed Handguns On Campus](#) document and/or consult your event organizer.

Web

url: <http://www.tamuc.edu/aboutUs/policiesProceduresStandardsStatements/rulesProcedures/34SafetyOfEmployeesAndStudents/34.06.02.R1.pdf>

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 OUTLINE / CALENDAR**

<b>Module Topic</b>	<b>Objective &amp; Reading</b>	<b>Assignments</b>
<b>DATE</b>	<b>MODULE 1</b>	<b>DUE DATES</b>
<b>Module 1</b>	<ul style="list-style-type: none"> <li>• Globalization and Global HRD</li> </ul>	<p><b>Discussion</b> – initial post by Wednesday and responses to <i>at least two of your classmates</i> by Saturday of this week</p> <p><b>Reflection Paper</b> – due Sunday</p>
<b>Module 2</b>	<ul style="list-style-type: none"> <li>• Culture and Global HRD</li> </ul>	<p><b>Discussion</b> – initial post by Wednesday and responses to <i>at least two of your classmates</i> by Saturday of this week</p> <p><b>Reflection Paper</b> – due Sunday</p>
<b>Module 3</b>	<ul style="list-style-type: none"> <li>• Cultural Dimension Theory</li> </ul>	<p><b>No discussion</b></p> <p><b>Reaction Paper</b> - due Sunday</p>
<b>Module 4</b>	<ul style="list-style-type: none"> <li>• Successful Global HRD Professionals</li> </ul>	<p><b>No discussion</b></p> <p><b>Work on Final Project</b></p>
<b>Module 5: Final Project</b>	<ul style="list-style-type: none"> <li>• Research Paper</li> </ul>	<b>Final Project – June 6, 2023</b>

**\*Please post your initial response to this discussion forum by Wednesday of this week. And then provide constructive feedback to *at least two of your classmates* through Saturday of this week. You are required to reply to each question posed directly to you within your thread. Late work is not accepted. All components (initial response and responses to your peers) must be submitted to received points). No partial points will be given.**