

Approved: 9.13.06

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**MGMT 451 International Management**  
**Prerequisite: MGMT 310**

**3c-0l-3cr**

**MGMT 551 International Management**  
**Prerequisite: MGMT 310**

**3c-0l-3cr**

**I. Catalog Description**

~~Focuses on the complex~~ role of multinational corporations (MNC's) in today's global economy.

Offers an in depth perspective on planning, organization structure, managerial decision making, and human resource management in global structures and differences between MNCs and domestic organizations. Reviews research in the field including current issues, trends, and

**II. Course Objectives**

### III. Detailed Course Outline

Topics	# of hours
Multinational Business concepts	6
Evolution of International Business and MNCs	3
Multinational Integration and Host Government Policies	3
Basic Structures of MNCs	3
FDI and the Foreign Investment Planning Life Cycle	3

**V. Sample Grading Scale**

Grade Distribution:  $\geq 90\%$ --A; 80-89.99%--B; 70-79.99%--C; 60-69.99%--D;  $< 60\%$ --F

Only undergraduate students can earn "D" grade. For graduate students,  $<70\%$  results in F.

**VI. Attendance Policy**

Students are expected to attend class. Students, however, may sometimes be unable to attend class

may be missed without penalty. Failure to attend classes will have an unfavorable effect on the class participation grade.

Kogut, B. and U. Zander. "A Knowledge of the Firm and the Evolutionary Theory of the Multinational Corporation." *Journal of International Business Studies*, 34(6), pp. 516-529, (2003).

Kotabe, M. S. S. Srinivasan, and P. S. Aulakh. "Multinationality and Firm Performance: The Moderating Role of R&D and Marketing Capabilities." *Journal of International Business Studies*, 33(1), pp. 79-98, (2002).

Law, K.S., D.K. Tse, and Zhou. "Does Human Resource Management Matter in a Transitional Economy?" *Journal of International Business Studies*, 34(3), pp. 255-265, (2003).

Lou, Y. "Market-seeking MNEs in an Emerging Market: How Parent-Subsidiary Links Shape Overseas Success?" *Journal of International Business Studies*, 34(2), pp. 200-209, (2003).

(2003).

Magretta, J. "The Power of Virtual Integration: An Interview with Dell Computer's Michael Dell." *Harvard Business Review*, March-April, pp. 72-84, (1998).

Minbaeva, D., T. Pedersen, I. Bjorkman, C.F. Fey, and H.J. Park. "MNC Knowledge Transfer, Subsidiary Absorptive Capacity, and HRM." *Journal of International Business Studies*, 34(6), pp. 586-599, (2003).

Sethi, D., S.E. Guisinger, S.E. Phelan, and D.M. Berg. "Trends in foreign Direct Investment Flows: A Theoretical and Empirical Analysis." *Journal of International Business Studies*, 34(4), pp. 315-326, (2003).

Verbeke, A. "The Evolutionary View of the MNE and the Future of Internalization Theory." *Journal of International Business Studies*, 34(6), pp. 498-504, (2003).