



# Lincoln University

## BA 316 International Management

### COURSE SYLLABUS

Spring, 2026

**Instructor:** Dr. Ben Olmos

**Lecture Schedule:** Wednesday, 9:00 AM – 11:45 AM (Online)

**Zoom Meeting:** Zoom link: <https://lincolnua-edu.zoom.us/j/85842984030>

**Credits:** 3 units / 45 lecture hours

**Level:** Mastery 2 (M2)

**Office Hours:** Monday 3:30 – 4:30 PM by appointment.

**e-mail:** bolmos@lincolnua.edu

**Textbooks:** Global Business Management v2.0

Author: Sanjyot P. Dunung

Publisher: FlatWorld.

ISBN 978-1-4533-4229-9

**Last Revision:** January, 2026

### CATALOG DESCRIPTION

An analysis of economic forces and government actions affecting international business; determinants of policy with regard to entering foreign markets and evaluation of foreign environments, organizational control, compensation, pricing, relations with government agencies and public interest issues in the management of multinational corporations. A one-unit written research project and its oral presentation are required for the course. (4 units) *Prerequisite: BA 302*

### EDUCATIONAL OBJECTIVES

1. Define the roles and activities of a company's human resource management function.
2. Explain how to strategically plan for the human resources needed to meet organizational goals and objectives.
3. Compare and contrast methods used for recruiting, interviewing, selection, and placement of human resources.
4. Describe the steps required to analyze, develop, implement, and evaluate employee training programs.
5. Describe the performance management and appraisal process.
6. Explain managing employee retention, engagement, and careers.
7. Identify and explain the issues involved in establishing compensation incentive systems.
8. Describe the role of benefits and services in meeting employee needs.

9. Define ethical policies and fair treatment at work.
10. Describe the role of labor relations and collective bargaining.
11. Explain the importance of employee safety and health.

## COURSE LEARNING OUTCOMES<sup>1</sup>

	Course LO	Program LO	Institutional LO	Assessment Activities
1	Explain the key areas of strategic human resource management including employee relations, commitment, engagement, performance appraisal, career planning, fair treatment at work, training and development, organizational structure, and organizational culture.	PLO 1	ILO 1b, ILO 2b	Discussion questions; Application cases questions & answers; Application case presentation; Self-Assessment library; Comprehensive final exam.
2	Describe strategies to integrate human resources planning with the strategic initiatives of senior management to achieve organizational goals and objectives.			
3	Apply systematic approaches to solve problems, produce reports for management decision-making, strategic planning, and operational excellence.	PLO 2	ILO 2b, ILO 7b	Application cases questions & answers; Application case presentation; Self-Assessment library; Research project documenting sources;
4	Demonstrate the ability to manage and motivate employees using strategic human resource management principles.	PLO 4	ILO 4b, ILO 5b, ILO 6b	Application case presentation; Self-Assessment library
5	Contribute to the effective performance of a team as a team leader, co-leader, or team member.	PLO 5	ILO 4b, ILO 5b	Discussion questions; Application cases questions & answers
6	Develop research designs that allow ethically sound treatment of research participants	PLO 6	ILO 3b	Research Project Plan

## INSTRUCTIONAL METHODS

*This is an online classroom instruction course.*

Lectures for this class will be supported by PowerPoint slides as well as discussions related to real world scenarios business case studies. The emphasis will be on learning by doing. Every student must participate in classroom activities, must complete homework, course assignments, and take the exams.

Assignments and projects require students to actively use resources of the library. Detailed guide to business *resources of the library* as well as the description of Lincoln University approach to *information literacy* are available at the [LU Library](#) website ([lincolnuca.libguides.com](http://lincolnuca.libguides.com)).

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<sup>1</sup> Detailed description of learning outcomes and information about the assessment procedure are available at the [Learning Outcomes Assessment](#) section of LU website.

## TOPICAL OUTLINE

The course provides a complete, comprehensive review of essential personnel management concepts and techniques such as the human resource management function, strategic planning, recruitment, interviewing, selection and placement, training and development, performance appraisal, employee retention, engagement, and careers, compensation incentives, benefits and employee services, labor relations, and employee safety and health. An integrating theme throughout the course is “The High Performance Organization: Building Better, Faster, More Competitive Organizations through Human Resources.” A second integrating theme is that of creating competitive advantage by fostering employee commitment.

## COURSE REQUIREMENTS

Students must acquire a Cengage MindTap access code that will be used for this class. Cengage MindTap allows students to access all interactive assignments that will be part of this class.

Students will be responsible for completing textbook chapter readings prior to the lectures. Individual homework assignments and examinations will be due by Sunday of each week by 11:59 PM. Assignments submitted past the due date will be considered late and may be subject to a deduction of 10% of the final grade for each week the assignment is late. No assignments will be accepted after the last day of class.

The expected amount of time a student will need to spend outside of class to complete his/her individual and/or group out-of-class homework assignments is six (6) hours per week for a 3-unit class.

## ASSESSMENT CRITERIA AND METHODS OF EVALUATING STUDENTS

The basis for the determination of the final grade for the course will be the total weighted score for all activities according to the percentages shown in the table below:

Discussion Questions	420	35%
Chapter Quiz	140	12%
Exams	300	25%
Project Paper	200	17%
Project Presentation	50	4%
Attendance	75	6%
Total Points	1185	100%

### **GRADING SCALE (POINT/GRADE CONVERSION)**

Grade	Points Range	Grade	Points Range
A	1070 - 1185	C	833 - 866
A-	1014 - 1069	C-	789 - 831
B+	979 - 1013	D+	754 - 788
B	946 - 978	D	721 - 753
B-	901 - 945	D-	676 - 720
C+	867 - 899	F	0 - 675

### **GENERAL CLASS ATTENDANCE**

Regular attendance at classes is essential. Each student is expected to be present for scheduled class periods, to be punctual, and to remain in class for the entire scheduled period. Excessive absences or tardiness may result in loss of credit, lowering of grade, or dismissal from the class. Students are responsible for making up class work missed.

### **ONLINE ATTENDANCE AND PARTICIPATION**

During class students must have their camera turned on and engage in class discussion. Your attendance and participation grade will be determined by the duration of time your camera is live during class. If the camera on your computer is not working you may use the Zoom app on your phone to attend class, using your phone camera in place of your laptop camera. Failure to have a working camera will result in a loss of attendance and participation points.

### **EXAMINATIONS**

The final exam will consist of a comprehensive 100 question exam that covers all chapters we read during this course. Questions will be a mix of multiple choice and true/false.

### **INTEGRITY AND QUALITY OF SCHOLARSHIP**

Integrity of scholarship must be maintained at all times. Plagiarism (copying directly from an author's work) is not permitted. All written work is to be word-processed unless otherwise indicated and should reflect college-level ability in English structure, grammar, spelling, and sophistication of analysis.

### **PLAGIARISM DETECTION**

Lincoln University subscribes to Turnitin plagiarism prevention service. Student work will be used for plagiarism detection and for no other purpose. Originality reports will not be available for viewing.

### **MODIFICATION OF THE SYLLABUS**

This syllabus and schedule are subject to change in the event of extenuating circumstances. An announcement of any changes will be made in class.

## GRADED ASSIGNMENTS AND CLASSROOM ACTIVITIES

This class is designed to provide an engaging and interactive experience by integrating course readings, discussions, and practical applications. You will be using **FlatWorld** for textbook access and Canvas for all course assignments, quizzes, and participation activities.

Below is a breakdown of the assignments and activities required for this course:

### Discussion Questions

Each week, you will participate in a discussion related to the chapter readings. These discussions are designed to deepen your understanding of the material and allow you to engage with your classmates.

- You must post a primary response to the discussion prompt (minimum 250 words).
- You must reply to at least two classmates (minimum 150 words each).
- Your responses should be thoughtful, demonstrate critical thinking, and reference course materials where appropriate.
- Discussions are graded out of 30 points each and are due by the end of the week.

### Chapter Quizzes

Each unit includes a 10-question quiz that assesses your understanding of the key concepts covered in the textbook and lecture materials.

- Questions may be multiple-choice, true/false or fill in the blank.
- You will have two attempts, and the highest score will be recorded.
- Quizzes are graded out of 10 points each.

### Attendance and Participation

Active engagement is essential for success in this course. You will be graded on your attendance, participation in class discussions, and contributions to group activities.

- Attendance and participation are graded out of 5 points per week.
- If you miss class, you must communicate with the instructor in advance when possible.

### Team Project

Throughout the course, you will work in teams of 3-5 students on a global business analysis project. This will involve selecting a country, conducting market research, and developing a strategy for market entry. The project consists of the following milestones:

- Team Formation & Country Selection** – Identifying your team members and selecting a country for analysis (0 points, required for progression).
- Market & Competitive Analysis** – Researching the country's market potential and competitive landscape (25 points).
- Market Entry Strategy & Financial Considerations** – Developing an entry strategy and financial plan (25 points).
- Operations, Marketing & Supply Chain** – Finalizing the business plan with operational and marketing strategies (25 points).
- Final Team Paper & Presentation** – Submitting a detailed written report (100 points) and presenting findings to the class (50 points).

## Exams

There will be three exams throughout the course covering specific chapters:

- Exam 1 (Chapters 1-5) – 100 points
- Exam 2 (Chapters 6-10) – 100 points
- Final Exam (Chapters 11-15) – 100 points

## Exam Format:

- Questions will be multiple-choice, true/false or fill in the blank
- Students will only have one attempt but will not be timed.

## Important Notes:

- **Late Work Policy:** Assignments must be submitted by the due dates listed in Canvas. Late submissions may receive reduced credit unless prior arrangements have been made.
- **Collaboration:** Team projects require active participation from all members. Failure to contribute will impact your individual grade.
- **Academic Integrity:** Plagiarism or cheating in any form will result in disciplinary action. Always cite sources and submit original work.

This structured approach ensures that you develop both theoretical knowledge and practical skills in international business management. I look forward to a great semester with you all!

## COURSE SCHEDULE

Unit	Unit Start Date	Lecture Date	Topic	Assignments				Assignment Due
				Read	Watch	Graded Assignments	Points	
1	1/26/26	1/28/26	Introduction to Global Business Management	Chapter 1 <a href="#">Globalization explained (explainity® explainer video)</a>		Discussion Question	30	2/1/26

					<a href="#">Business Speaker Erin Meyer: How Cultural Differences Affect Business</a>	Chapter 1 Quiz	10	
					<a href="#">Cultural Intelligence – Bridging the Gap Between Cultures   Faith Locken</a>	Attendance and Participation	5	
2	2/2/26	2/4/26	Globalization, International Trade, and Foreign Direct Investment—What Global Managers Need to Understand About the Evolving Debate	Chapter 2	<a href="#">Porter Diamond Theory of National Advantage</a>	Discussion Question	30	2/8/26
					<a href="#">Foreign Direct Investment Explained</a>	Chapter 2 Quiz	10	
						Attendance	5	
3	2/9/26	2/11/26	Manager's Global Framework: Perspective on World Economies	Chapter 3	<a href="#">Global Management</a>	Discussion Question	30	2/15/26
					<a href="#">Understanding GDP, GNP, GII, HDI, &amp; GNI Per Capita</a>	Chapter 3 Quiz	10	
					<a href="#">What is a "Developed" Country? Crash Course Geography</a>	Attendance	5	
					<a href="#">BRICS: What is it, who wants in and why?</a>			
4	2/16/26	2/18/26	Managing Global and Regional Economic Cooperation and Integration	Chapter 4	<a href="#">Imports, Exports, and Exchange Rates: Crash Course Economics</a>	Discussion Question	30	2/22/26
					<a href="#">What is a maquiladora?</a>	Chapter 4 Quiz	10	
					<a href="#">United Nations Guiding Principles on Business and Human Rights</a>	Attendance	5	
5	2/23/26	2/25/26	Impact of Culture on Global Business Management	Chapter 5	<a href="#">Types of Culture - Folk, global, high, low, mass, popular &amp; subcultures</a>	Discussion Question	30	3/1/26
					<a href="#">10 minutes with Geert Hofstede... on Power Distance</a>	Chapter 5 Quiz	10	
					<a href="#">Understanding Cultural Communication Differences</a>	Attendance	5	
6	3/2/26	3/4/26	Managing Global Talent, Leadership, and Diversity	Chapter 6	<a href="#">Navigating Challenges and Opportunities in Japan's Womenomics</a>	Discussion Question	30	3/8/26
					<a href="#">Japanese Management: Key Practices and Western Contrasts</a>	Chapter 6 Quiz	10	
					<a href="#">Germans &amp; Their Efficiency At Work</a>	Exam 1 Chapters 1-5	100	

						Attendance	5	
7	3/9/26	3/11/26	International Finance for Global Managers	Chapter 7	<a href="#">Central Bank Digital Currency</a>	Discussion Question	30	3/15/26
					<a href="#">What's the difference between the IMF and the World Bank?</a>	Chapter 7 Quiz	10	
						Attendance	5	
14	3/16/26				Winter Recess			
8	3/23/26	3/25/26	Foreign Exchange and the Global Capital Markets for Global Managers	Chapter 8	<a href="#">Currency Exchange Introduction</a>	Discussion Question	30	3/29/26
					<a href="#">Investment Banking Areas Explained: Capital Markets</a>	Chapter 8 Quiz	10	
					<a href="#">Venture Capital EXPLAINED</a>	Team Project: Team Formation & Country Selection	0	
						Attendance	5	
9	3/30/26	4/1/26	Manager's Perspective on Understanding the Roles of Finance and Accounting in Global Competitive Advantage	Chapter 9	<a href="#">What is IFRS? International Financial Reporting Standards</a>	Discussion Question	30	4/5/26
					<a href="#">How Singapore Got So Crazy Rich</a>	Chapter 9 Quiz	10	
						Team Project: Team Formation & Country Selection	25	
						Attendance	5	
10	4/6/26	4/8/26	Managing International Expansion and Global Market Opportunity Assessment	Chapter 10	<a href="#">Geography of China</a>	Discussion Question	30	4/12/26
					<a href="#">Media Project on Ethnic Homogeneity- Japan</a>	Chapter 10 Quiz	10	
					<a href="#">The award-winning and classic “Hilltop” ad campaign</a>	Exam 2 (Chapter 6-10)	100	
					<a href="#">Indian Outsourcing 2.0</a>	Team Project: Market & Competitive Analysis	0	
						Attendance	5	
11	4/13/26	4/15/26	Managing Entry Modes: Exporting, Importing, and Global Sourcing	Chapter 11	<a href="#">The Five Biggest Challenges to Doing Business in China</a>	Discussion Question	30	4/19/26
					<a href="#">Understanding 关系 (Guanxi) in Chinese Business Culture</a>	Chapter 11 Quiz	10	
					<a href="#">Cross-Cultural Management</a>	Team Project: Market & Competitive Analysis	25	
						Attendance	5	
12	4/20/26	4/22/26	Managing Global Strategy, Formulation, and	Chapter 12	<a href="#">Corporate vs. Business Strategy</a>	Discussion Question	30	4/26/26

			Implementation		<a href="#"><u>A Plan Is Not a Strategy</u></a>	Chapter 13 Quiz	10	
						Team Project: Market Entry Strategy & Financial Considerations	0	
						Attendance	5	
					<a href="#"><u>Six Myths of Entrepreneurship</u></a>	Discussion Question	30	
					<a href="#"><u>What do entrepreneurs do?</u></a>	Chapter 14 Quiz	10	
13	4/27/26	4/29/26	Managing Global Entrepreneurship and Intrapreneurship	Chapter 13		Team Project: Market Entry Strategy & Financial Considerations	25	5/3/26
						Attendance	5	
					<a href="#"><u>5 minutes on RINGI - The Japanese Art of Consensus</u></a>	Discussion Question	30	
						Chapter 15 Quiz	10	
15	5/4/26	5/6/26	Managing Global Operations	Chapter 14	<a href="#"><u>How Does Singapore's Economy Outperform Other Asian Economies?</u></a>	Team Project: Operations, Marketing & Supply Chain	25	5/10/26
						Attendance	5	
					<a href="#"><u>What is International Marketing?</u></a>	Final Exam	100	
					<a href="#"><u>Walmart's Supply Chain, What Makes Unbeatable?</u></a>	Course Team Project Paper	100	
16	5/11/26	5/13/26	Managing Global Marketing, Distribution, and Supply-Chain Management	Chapter 15		Course Team Project Presentation	50	5/16/26
						Attendance	5	
						Total Points	1185	