

Master of Science in International Management

Course Name	Upon completion of this program, the student will be able to:	PLO1 - Analyze the concept of globalization, its evolution and current importance.	PLO2 - Evaluate the concept of international managerial leadership competence (IML) to improve organizational performance.	PLO3 - Analyze the systems approach to solve the increasingly complex problems of organizations with a global perspective.	PLO4 - Evaluate the key dimensions of global competitiveness.	PLO5 - Develop socially responsible business strategies with a global vision.
IM 501 Globalization and the New Economy						
1. Assess the practical use and significance of the basic manual, Guide for Certification and Standards of International Managerial Leadership (IML) as a global competency.	X = See key below IRM				RQ and FE I	RQ and FE I
2. Evaluate the basic dynamics of the New Economy and the concept of World-class performance and standards.	X = See key below IRM		RQ and FE I			RQ and FE I
3. Interpret the concept of globalization and its impact on international management.	X = See key below IRM	RQ and FE I			RQ and FE I	RQ and FE I
4. Analyze the basic characteristics of the new multi-cultural entrepreneur.	X = See key below IRM	RQ and FE I				RQ and FE I
5. Compare the opportunities and strengths of the globalization of time and work.	X = See key below IRM	RQ and FE I			RQ and FE I	
6. Apply the systems approach methodology to develop an achievable and optimistic strategic vision.	X = See key below IRM	CS and FE I				CS and FE I
IM 502 Workforce Dynamics and Global Competitiveness						
1. Evaluate commercial diplomacy in the context of international management.	X = See key below IRM		RQ and FE I	RQ and FE I		
2. Analyze the concept of ADR (alternative dispute resolution) and the reasons for its increasing importance and practice.	X = See key below IRM	RQ and FE R			RQ and FE I	
3. Assess workplace trends and the changing realities of work in a global context.	X = See key below IRM	RQ and FE R	RQ and FE I		RQ and FE I	
4. Interpret the concept of a holonic organization	X = See key below IRM	RQ and FE R	RQ and FE I		RQ and FE I	
5. Appraise the concept of lifelong learning and its importance for global competitiveness.	X = See key below IRM	FE and RA R			FE and RA I	
IM 503 Systems Approach and Methodology						
1. Analyze the systems approach and methodology in the context of international management.	X = See key below IRM			RQ and FE R		
2. Interpret the concept of Total Quality Management and its systems framework.	X = See key below IRM			RQ and FE R		
3. Evaluate the concept and process of visioning, and its crucial importance at all levels of society today.	X = See key below IRM			RQ and FE R		RQ and FE R
4. Compare international quality and performance excellence programs such as ISO and Malcolm Baldrige.	X = See key below IRM			RQ and FE R		RQ and FE R
IM 504 Strategic Vision and Planning						
1. Evaluate the process of strategic visioning at an individual and organizational level.	X = See key below IRM					RQ and FE R
2. Compare strategic visioning and strategic planning.	X = See key below IRM			RA and FE R		RA and FE R
3. Examine conceptual and practical differences between vision, mission and plan.	X = See key below IRM				RQ and FE R	RQ and FE R
4. Assess the concept of organizational culture and its importance in the New Economy.	X = See key below IRM				RA and FE R	RA and FE R
5. Justify the significance of openness to change and the ability for an organization to change in a globalized environment.	X = See key below IRM			RA and FE R	RA and FE R	
IM 505 Leadership and Human Competence						
1. Interpret effective leadership in a globalized environment.	X = See key below IRM		RQ and FE R	RQ and FE R		
2. Evaluate the world-class organization and the leadership strategies required for success.	X = See key below IRM		RQ and FE R		RQ and FE R	RQ and FE R
3. Assess intuition and creative thinking for decision-making.	X = See key below IRM		RQ and FE R			RQ and FE R
4. Analyze the role of the knowledge worker and its importance for global	X = See key below			RA and FE	RA and FE	

competitiveness.	IRM			R	R	
5. Appraise the technique of mind-mapping and the shape of the transformational curve.	X = See key below IRM		RQ and FE R		RQ and FE R	
IM 506 Responsible Management of Environmental Quality						
1. Analyze the basic components of an Environmental Management System.	X = See key below IRM			RA and FE R		
2. Evaluate the concept and applications of gap analysis in standards programs.	X = See key below IRM			RQ and FE R	RQ and FE R	
3. Assess the concept of environmentalism.	X = See key below IRM			RA and FE R		
4. Examine basic workplace toxicology, viral agents and health risks of our productive environment.	X = See key below IRM					FE and RQ R
5. Appraise the dangers and risks of bio-terrorism in a global context.	X = See key below IRM			FE and RQ R		
IM 507 Productivity and Health Management						
1. Assess the relationship of health to productivity in the context of the New Economy.	X = See key below IRM	RQ and FE R				
2. Evaluate the concept of occupational medicine and its increasing importance to productivity.	X = See key below IRM	RQ and FE R			RQ and FE R	
3. Analyze the concept of organizational spirituality and well-being.	X = See key below IRM	RQ and FE R				
4. Propose the basic strategies for creating healthy workplaces in a global organization.	X = See key below IRM	RQ and FE R			RQ and FE R	RQ and FE R
5. Appraise the importance of business continuity and change management.	X = See key below IRM	CS and FE R				CS and FE R
IM 508 Networked Organizations and Distance Activity						
1. Analyze the concept of the networked organization.	X = See key below IRM			RQ and FE R		
2. Examine distance activity and human networked collaboration.	X = See key below IRM			RQ and FE R	RQ and FE R	
3. Assess E-commerce and its impact on emerging markets.	X = See key below IRM		RQ and FE R		RQ and FE R	
4. Analyze the impact of the Internet on global organizations.	X = See key below IRM		RA and FE R	RA and FE R		
5. Evaluate the strategic and practical importance of the sequential use of technologies to optimize work in human networks.	X = See key below IRM		CS and FE R		CS and FE R	
IM 509 Telecommunications and the Global Electronic Village						
1. Compare the three primary video-based communication systems, their strengths and benefits for productive applications.	X = See key below IRM		RQ and FE R	RQ and FE R		
2. Differentiate the strengths and limitations of live, synchronous video communications in global organizations.	X = See key below IRM			RA and FE R		
3. Evaluate the four steps required to properly implement adequate telecommunications and multimedia technology solutions in an organization.	X = See key below IRM			CS and FE R		
4. Assess the use of multimedia in networked collaboration.	X = See key below IRM		RQ and FE R			
5. Analyze the impact of social networks on work and productivity.	X = See key below IRM			CS and FE R		
IM 510 Benchmarking and Client Service						
1. Evaluate the essential components of quality client service and satisfaction.	X = See key below IRM		RQ and FE R		RQ and FE R	
2. Analyze the basic characteristics of the emerging job market in the New Economy.	X = See key below IRM			RA and FE R		RA and FE R
3. Compare the three major shifts of world thinking with regard to knowledge, jobs and organizations.	X = See key below IRM		RQ and FE R		RQ and FE R	
4. Assess the distinguishing characteristics of the new global corporation.	X = See key below IRM				CS and FE R	CS and FE R
5. Interpret the concept of international benchmarking in the New Economy.	X = See key below		RQ and FE		RQ and FE	

3. Interpret the concept of international benchmarking in the New Economy.	IRM		R		R	
IM 511 Managerial Excellence and Total Quality						
1. Analyze international quality standards and their relationship to global competitiveness.	X = See key below IRM	RQ and FE R	RQ and FE R		RQ and FE R	
2. Apply the Four Phase Matrix of Team Rhythm.	X = See key below IRM	RQ and FE R		RQ and FE R		RQ and FE R
3. Evaluate the concept of ETK and its relation to performance and quality.	X = See key below IRM	RQ and FE R		RQ and FE R		RQ and FE R
4. Assess the four drivers of the New Economy that must be recognized by managers to achieve excellence.	X = See key below IRM		RQ and FE R	RQ and FE R		
5. Examine the five key managerial behaviors for trust and openness within the New Economy.	X = See key below IRM	RA and FE R		RA and FE R		
6. Assess the concept of customer-focused performance and quality.	X = See key below IRM	RA and FE R			RA and FE R	RA and FE R
IM 512 Technology Transfer and Knowledge Management						
1. Analyze the process of international technology transfer and its increased strategic importance.	X = See key below IRM			RQ and FE R	RQ and FE R	
2. Evaluate the role and services of international development agencies such as UNCTAD and the World Bank in the transfer of information and technology.	X = See key below IRM			RQ and FE R	RQ and FE R	
3. Examine the process of commercialization in the global market.	X = See key below IRM		RQ and FE R		RQ and FE R	
4. Assess the process of transforming know-how into marketable value.	X = See key below IRM			RQ and FE R		
5. Evaluate the concept of knowledge protection and management, and its strategic importance.	X = See key below IRM		RQ and FE R	RQ and FE R		
6. Compare the two main strategies to manage intellectual property (IP) rights in an organization.	X = See key below IRM		RQ and FE R	RQ and FE R		
IM 513 Directed Research I						
1. Interpret International Managerial Leadership using the Basic Manual, Guide for Certification and Standards Manual for IML.	X = See key below IRM		RA, FE, P, and RQ R		RA, FE, P, and RQ R	
2. Implement a project that requires the use of IML competencies.	X = See key below IRM	RA, FE, P, and RQ R				RA, FE, P, and RQ R
3. Design a directed research study that relates to a central theme of the MSIM program.	X = See key below IRM		RA, FE, P, and RQ R	RA, FE, P, and RQ R		
IM 514 Directed Research II						
1. Evaluate the necessary elements for International Managerial Leadership.	X = See key below IRM	RA, FE, P, and RQ R	RA, FE, P, and RQ R	RA, FE, P, and RQ R	RA, FE, P, and RQ R	RA, FE, P, and RQ R
2. Execute the directed research proposal approved in course IM513.	X = See key below IRM	RA, FE, P, and RQ R	RA, FE, P, and RQ R	RA, FE, P, and RQ R	RA, FE, P, and RQ R	RA, FE, P, and RQ R
3. Formulate the results of the directed research proposed in course IM 513.	X = See key below IRM	RA, FE, P, and RQ R	RA, FE, P, and RQ R	RA, FE, P, and RQ R	RA, FE, P, and RQ R	RA, FE, P, and RQ R
IM 515 Directed Research III						
1. Integrate on the knowledge and skills needed to implement effective International Managerial Leadership.	X = See key below IRM	RA, FE, P, and RQ M	RA, FE, P, and RQ M	RA, FE, P, and RQ M	RA, FE, P, and RQ M	RA, FE, P, and RQ M
2. Evaluate the directed research proposal results implemented in course IM 514.	X = See key below IRM	RA, FE, P, and RQ M	RA, FE, P, and RQ M	RA, FE, P, and RQ M	RA, FE, P, and RQ M	RA, FE, P, and RQ M
3. Compare the directed research results to the competencies presented in the program.	X = See key below IRM	RA, FE, P, and RQ M	RA, FE, P, and RQ M	RA, FE, P, and RQ M	RA, FE, P, and RQ M	RA, FE, P, and RQ M

X = The assessment which measures the stated program objective/outcome.

KEY

Projects	P
Researched and Critiqued Articles	RA
Review / Discussion Question Responses	RQ
Case Studies	CS
Web Exercises	WE
Final Exam with Essay Questions	FE
Introduced, Reinforced, Mastered	IRM

