

**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.
<b>IM 501 Globalization and the New Economy</b>						
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				RQ and FE	RQ and FE
	IRM				I	I
2. Discuss the basic dynamics of the New Economy and the concept of World-class performance and standards.	X = See key below		RQ and FE			RQ and FE
	IRM		I			I
3. Explain the concept of globalization and its impact on international management.	X = See key below	RQ and FE			RQ and FE	RQ and FE
	IRM	I			I	I
4. Analyze the basic characteristics of the new multi-cultural entrepreneur.	X = See key below	RQ and FE				RQ and FE
	IRM	I				I
5. Compare the opportunities and strengths of the globalization of time and work.	X = See key below	RQ and FE			RQ and FE	
	IRM	I			I	
6. Explain the systems approach methodology to develop an achievable and optimistic strategic vision.	X = See key below	CS and FE				CS and FE
	IRM	I				I
<b>IM 502 Workforce Dynamics and Global Competitiveness</b>						
1. Discuss commercial diplomacy in the context of international management.	X = See key below		RQ and FE	RQ and FE		
	IRM		I	I		
2. Examine the concept of ADR (alternative dispute resolution) and the reasons for its increasing importance and practice.	X = See key below	RQ and FE			RQ and FE	
	IRM	R			I	
3. Assess workplace trends and the changing realities of work in a global context.	X = See key below	RQ and FE	RQ and FE		RQ and FE	
	IRM	R	I		I	
4. Interpret the concept of a holonic organization	X = See key below	RQ and FE	RQ and FE		RQ and FE	
	IRM	R	I		I	
5. Discuss the concept of lifelong learning and its importance for global competitiveness.	X = See key below	FE and RA			FE and RA	
	IRM	R			I	
<b>IM 503 Systems Approach and Methodology</b>						
1. Analyze the systems approach and methodology in the context of international management.	X = See key below			RQ and FE		
	IRM			R		
2. Interpret the concept of Total Quality Management and its systems framework.	X = See key below			RQ and FE		
	IRM			R		
3. Discuss the concept and process of visioning, and its crucial importance at all levels of society today.	X = See key below			RQ and FE		RQ and FE
	IRM			R		R
4. Compare international quality and performance excellence programs such as ISO and Malcolm Baldrige.	X = See key below			RQ and FE		RQ and FE
	IRM			R		R
<b>IM 504 Strategic Vision and Planning</b>						
1. Explain the process of strategic visioning at an individual and organizational level.	X = See key below					RQ and FE
	IRM					R
2. Compare strategic visioning and strategic planning.	X = See key below			RA and FE		RA and FE
	IRM			R		R
3. Examine conceptual and practical differences between vision, mission and plan.	X = See key below				RQ and FE	RQ and FE
	IRM				R	R
4. Assess the concept of organizational culture and its importance in the New Economy.	X = See key below				RA and FE	RA and FE
	IRM				R	R
5. Discuss the significance of openness to change and the ability for an organization to change in a globalized environment.	X = See key below			RA and FE	RA and FE	
	IRM			R	R	

<b>IM 505 Leadership and Human Competence</b>						
1. Interpret effective leadership in a globalized environment.	X = See key below IRM		RQ and FE R	RQ and FE R		
2. Explain 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. Discuss 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 competitiveness.	X = See key below IRM			RA and FE R	RA and FE R	
5. Discuss 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	
<b>IM 506 Responsible Management of Environmental Quality</b>						
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. Evaluate 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. Discuss the dangers and risks of bio-terrorism in a global context.	X = See key below IRM			FE and RQ R		
<b>IM 507 Productivity and Health Management</b>						
1. Explain the relationship of health to productivity in the context of the New Economy.	X = See key below IRM	RQ and FE R				
2. Assess 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. Explain 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. Discuss the importance of business continuity and change management.	X = See key below IRM	CS and FE R				CS and FE R
<b>IM 508 Networked Organizations and Distance Activity</b>						
1. Analyze the concept of the networked organization.	X = See key below IRM			RQ and FE R		
2. Explain distance activity and human networked collaboration.	X = See key below IRM			RQ and FE R	RQ and FE R	
3. Discuss 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	
<b>IM 509 Telecommunications and the Global Electronic Village</b>						
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. Compare the strengths and limitations of live, synchronous video communications in global organizations.	X = See key below IRM			RA and FE R		
3. List 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. Explain the use of multimedia in networked collaboration.	X = See key below IRM		RQ and FE R			
5. Explain 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. List 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. Evaluate the distinguishing characteristics of the new global corporation.	X = See key below IRM				CS and FE R	CS and FE R
5. Explain the concept of international benchmarking in the New Economy.	X = See key below IRM		RQ and FE R		RQ and FE 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. Explain 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. Analyze 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. List 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. Analyze 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. Analyze 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. Explain 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. Discuss 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. Explain 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. Propose 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. Implement the directed research proposal approved 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
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. Elaborate on the knowledge and skills needed to implement effective International Managerial Leadership.	X = See key below	RA, FE, P, and RQ	RA, FE, P, and RQ	RA, FE, P, and RQ	RA, FE, P, and RQ	RA, FE, P, and RQ
	IRM	M	M	M	M	M
2. Evaluate the directed research proposal results implemented in course IM 514.	X = See key below	RA, FE, P, and RQ	RA, FE, P, and RQ	RA, FE, P, and RQ	RA, FE, P, and RQ	RA, FE, P, and RQ
	IRM	M	M	M	M	M
3. Compare the directed research results to the competencies presented in the program.	X = See key below	RA, FE, P, and RQ	RA, FE, P, and RQ	RA, FE, P, and RQ	RA, FE, P, and RQ	RA, FE, P, and RQ
	IRM	M	M	M	M	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