



COURSE SYLLABUS

Name of Institution: Mahidol University International College

Division: Business Administration Division

GENERAL INFORMATION

1. Course Code and Course Title

ICMI 332	Diversity, Cross Culture and Expatriate Management
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2. Number of Credits: 4 credits

3. Credit Hours/Semester

Lecture or Other In-class Activity Hours	Laboratory/ Field Trip/ Internship Hours	Self-Study Hours
48	0	48

4. Degree: Bachelor of Business Administration

5. Faculty Members:

Name: Assoc. Prof. Supara Kapasuwan, Ph.D.

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Office: Aditayathorn Building, Room A432

Office Hours: By appointment

6. Trimester: Summer Course 2025

DESCRIPTION AND OBJECTIVES

1. Course Description

Theories and concepts of diversity and inclusion; surface-level diversity; generation; gender diversity; deep-level diversity; personality and values; meanings and dimensions of culture and cultural differences across the globe; analysis of similarities and differences in cultures and value systems and the impact on management practices; organizational cultures and diversity; cross-cultural communication and negotiation; management decision and control across cultures; motivation and leadership across cultures; an expatriate assignment; contemporary issues in expatriate management

2. Course Objectives

This course is mapped with Learning Goal 2 (Students are able to rationally and insightfully analyze issues in international business) and Learning Goal 6 (Students are able to use international business knowledge and skills to solve actual business problems).

Objectives of the course are as follows:

Course Learning Objective (CLO)	Program Learning Objectives (PLO)
CLO1 Discuss current trends in diversity, equity and inclusion, and practices employed by companies.	PLO 6.1 Student can critically analyze the current and future business conditions in the international markets.
CLO2 Identify cross-cultural terms, theories and concepts applicable to given scenarios or cases.	PLO 6.2 Student can apply a framework to support the functions of international business.
CLO3 Explain differences in values and behaviors of people with different cultural backgrounds by using available cultural frameworks.	PLO 6.2 Student can apply a framework to support the functions of international business.
CLO4 Provide recommendations and solutions to managerial challenges concerning differences in culture.	PLO 6.2 Student can apply a framework to support the functions of international business.
CLO5 Discuss expatriate management practices of MNCs.	PLO 6.1 Student can critically analyze the current and future business conditions in the international markets.

TEACHING AND EVALUATION PLAN

1. Teaching Plan

Class	Topic	Hours	CLO	Teaching Methods	Assessment
1 Wed., July 2 13:00-16:00	Introduction Group Project Ice Breaker	3		In-class activity (Aj. Saifon)	In-class activity
2 Fri., July 4 12:00-16:00	Theories and Concepts of Diversity	4	CLO1-2	Lecture In-class activity (Aj. Saifon)	Quiz Midterm exam In-class activity
3 Mon., July 7 13:00-16:00	Meanings and Dimensions of Culture (Part 1)	3	CLO2-4	Lecture In-class activity (Aj. Saifon)	Quiz Midterm exam In-class activity
4 Tue., July 8 13:00-16:00	Meanings and Dimensions of Culture (Part 2)	3	CLO2-4	Lecture In-class activity (Aj. Saifon)	Quiz Midterm exam In-class activity
5 Wed., July 9 13:00-16:00	Organizational Cultures	3	CLO2-4	Lecture In-class activity (Aj. Saifon)	Quiz Midterm exam In-class activity
6 Mon., July 14 13:00-16:00	Work on Group Project	3	CLO2-4	Case study (Aj. Saifon)	In-class activity
7 Tue., July 15 13:00-16:00	Group Project Presentations	3	CLO1-4	Presentations (Aj. Saifon)	Students' Group Project presentations
8 Wed., July 16 13:00-16:00	Midterm Exam	3	CLO1-4	(Aj. Saifon)	Multiple choice and essay
9 Thurs., July 17 13:00-16:00	Cross-Cultural Communication and Negotiations	3	CLO2-4	Lecture In-class activity (Aj. Supara)	Quiz Final exam In-class activity
10 Fri., July 18 Time TBA	Company Visit	6	CLO1	Field trip (Aj. Supara)	
11 Mon., July 21 13:00-16:00	Management Decision and Control Across Cultures	3	CLO2-4	Lecture In-class activity (Aj. Supara)	Quiz Final exam In-class activity
12 Tue., July 22 13:00-16:00	Motivation Across Cultures	3	CLO2-4	Lecture In-class activity (Aj. Supara)	Quiz Final exam In-class activity
13 Wed., July 23 13:00-16:00	Case Study Discussion	3	CLO2-4	In-class activity (Aj. Supara)	In-class activity
14 Fri., July 25 9:00-12:00	Leadership Across Cultures	3	CLO2-4	Lecture In-class activity (Aj. Supara)	Quiz Final exam In-class activity

Class	Topic	Hours	CLO	Teaching Methods	Assessment
15 Fri., July 25 14:00-16:00	Expatriate Management	2	CLO5	Lecture In-class activity (Aj. Supara)	Quiz Final exam In-class activity
16 Wed., July 30 13:00-16:00	Final Examination	3	CLO2,4,5	(Aj. Supara)	Multiple choice and essay

2. Evaluation Plan

Evaluation Methods	Expected Learning Outcomes (CLO)	Percentage
Quizzes	CLO 1-5	20%
In-class Case Discussion and Activities	CLO 1-6	20%
Term Project	CLO 2-5	10%
Midterm Exam	CLO 1-4	20%
Final Exam	CLO 4-6	30%

3. Course Assessment

Raw Score	Grade
90 – 100	A
85 – 89	B+
80 – 84	B
75 – 79	C+
70 – 74	C
65 – 69	D+
60 – 64	D
< 60	F

TEACHING MATERIAL AND RESOURCE

Required Reference List

Luthans, F. & Doh, J. P. (2021). International Management: Culture, Strategy, and Behavior. 11th Edition, McGraw-Hill Education.
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COURSE POLICY

Academic Dishonesty

Academic dishonesty is prohibited at MUIC. It is a serious offense because it diminishes the quality of scholarship and makes accurate evaluation of student progress impossible. ***Please refer and adhere to the rules and regulations regarding an academic dishonesty stated in the Student Handbook (fabrication, falsification, plagiarism).***

Quiz and Exam Format

The quiz and the examination format will include multiple choice questions and/or matching questions, and short answer questions and essay format question. Students are expected to constantly review all the course materials. Students are not allowed to use any textbook or notes during the quiz and exams. There will be **NO** makeup quizzes or exam regardless of any reason.

Class Attendance/ Participation

Part of your final grade will be determined by your class attendance. Attendance will be checked. Full class participation requires that you attend all classes on time and that you come well prepared to discuss assigned readings, engage thoughtfully with course content.

Lack of preparation, unprofessional conduct (e.g. sneaking out of class, non-participation, tardiness, distracting behavior, etc.) will lower your participation score. Please note that, student arriving **more than 15 minutes late** to class will be marked as **L – Late. Two Ls will be counted as one A - Absent.**