
CHINA, JAPAN AND KOREA COMPARATIVE MANAGEMENT
2 credits (Spring)

中国、日本、韓国の比較経営 2単位(春学期)

Advanced learning of comparative management approaches

DRUMMOND, DAMON
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Course Description/Objectives/Teaching Method/Intended Learning Outcome:

This course reviews international contextual influences and strategic factors which shape organizations and managerial practices across different cultural settings, and highlights cases concerning China, Japan and Korea (CJK).

The aim is to develop skills to review and determine methods for critiquing and recommending solutions for business methods and or strategies for the case situations presented. Most importantly, members should be capable to effectively communicate solutions to issues identified.

Standards to be achieved: Upon completing this class, members should be able to:

1. Know the relationship between strategic and structural aspects of comparative international business organizations;
2. Be able to analyse and identify the various socio-economic and cultural influences to international organization issues; and,
3. Be able to demonstrate an understanding and ability to apply concepts to find solutions to issues identified.

The course is taught interactively with weekly in class exercises. To make this effective, preclass reading and exercise preparation is required. Team work is expected for some class activities and final exercises.

Course Plan:

- 1 General Course Introduction. Formation of teams and allocation of exercises.
 - 2 Introduction to the Approaches in Comparative Management: What is Strategy?
 - 3 Evaluating the Internal and External Environment: National Cultures, Conceptual Etic Approach
 - 4 The Conceptual Emic Approach
 - 5 Institutional Diversity and Management
 - 6 Human Resources Management
 - 7 Comparative corporate governance
 - 8 Operations Management
 - 9 Innovation Systems
 - 10 Structural, cultural and strategic considerations
 - 11 Networks and Clusters of Economic Activity
 - 12 Globalization and implications and societal specificity
 - 13 Integrative Case Presentations to the Board of Directors as Consultants
- Other Integrative Case Presentations to the Board of Directors as Consultants

Method of Evaluation:

- 40% Best 10 of 12 Weekly Case Reviews (Individual)
 - . Weekly topic class assignments for written hand in, (3-5 pages for each set topic).
- 15% Weekly Class and alternate discussion participation (Individual)
 - . Quality and supported contributions to class discussions
- 15% Team class leadership presentation reflection exercise (Team)
 - . Presentation summary and review (3-5 pages)
- 30% Team topic presentation and summary report 1 (Team and Individual)
 - . CJK team assignment set on a topic for a Board of Directors class presentation and report summary.
- Total 100%

TAKE NOTICE:

1) Any assignment deadlines missed will be penalized 10% immediately and 1% per day thereafter.

2) Weekly means each week is assessed independently and not in a summary review. Peer review includes ratings by other class members of your team contribution and impacts upon your individual assessment for that section of work.

3) The above is subject to change and to be confirmed in the 1st week of classes.

4) Members must be successful in each section of the above assessment to complete.

- E&OE.

Textbooks:

Sorge, A., Noorderhaven, N., Koen, C., 2015, Comparative International Management, Routledge.

Reference Books:

Alston, P., 1989, Wa, Guanxi, and Inhwa: Managerial principles in Japan, China, and Korea

Business Horizons, 32, 2, March-April, 26-31.

Cho Y., Shin M., Sugiri M., Ota M., Choi M.C., 2016, A Comparison of Leadership Effectiveness among China, Japan, and Korea: Crossvergence Perspective, Academy of Management Proceedings, Vol. 2016, No. 1.

Fitzgerald, R., Rowley, C., 2016, MNCs from the Asia Pacific in the global economy: examples and lessons from Japan, Korea, China and India, Asia Pacific Business Review

Rowley, C., Benson, J., Warner, M., 2004, Towards an Asian model of human resource management? A comparative analysis of China, Japan and South Korea, The International Journal of Human Resource Management 15, 4-5, 917-933.

Rowley, C., Ishikawa, J., & Oh, I., 2018, Changing facets of leadership in East Asia: globalization, innovation and performance in Japan, South Korea and China, Asia Pacific Business Review

Thompson, Peteraf, Gamble, Strickland, 2015, Crafting and Executing Strategy; Concepts and Cases. McGraw-Hill.

Zhang, Y.B., Lin, M.C., Nonaka, A., Beom, K., 2005, Harmony, Hierarchy and Conservatism: A Cross-Cultural Comparison of Confucian Values in China, Korea, Japan, and Taiwan

Communication Research Reports, 22, 2, 107-115.

Other references to be provided in class.

Lecturer's Comments to Students:

There are individual and team components of assessment. Participation and personal performance on in-class exercises and discussions will be viewed as marks for assessment. The quality of participation is as important as the quantity of participation. Keep in mind that it is impossible to participate if you do not ATTEND.

The course is busy but efforts are rewarded by learning.

Written submissions style:

The style guide for all written submissions should be on A4, typed 12 point, 1.5 spaced. Name at top right on front page. All citations and references are written according to APA or Chicago style. The paper should clearly state the chapter and question being answered. Electronic hand in by PDF format is anticipated.

Questions/Comments:

If there are any queries or comments please feel free to contact the facilitator. (damondrummond@mac.com)