



# J. F. Oberlin University

## ACADEMIC COURSE SYLLABUS

### **COURSE NAME:**

**Management in Japanese Corporations**

### **MEETING TIMES:**

45 Hours

Monday, Tuesday, Wednesday, Thursday, & Friday (days may vary based on activity schedule)

Periods: 1 – 4 (periods and times may vary based on activity schedule)

### **DESCRIPTION:**

This course has an introductory characteristic and with a special focus on Japanese management style. In this course you will learn: how historical, social and cultural patterns affect the management practices of Japanese organizations; how other factors, such as the legal, political/ governmental, economic and technological system, interact with the socio-cultural factor to enable Japanese companies to operate successfully in an international business context; how Japanese companies develop strategies for international operations; how to improve cross-cultural communication and negotiation skills in an East-meets-West setting. The course meets for a minimum of 45 hours per two-week period. Students receive 4 Oberlin University credits and a Certificate of Completion for passing with a minimum grade of a D.

### **COURSE LEVELS:**

Classes are taught and conducted in English. No Japanese language level is required.

### **COURSE OBJECTIVES/ OUTCOMES:**

By the end of the session, students should be able to understand:

- 1) The political, economic, technological, legal and ethical forces that influence Japanese management practices
- 2) Cultural dimensions and cultural influences on behavior in Japanese organizations.
- 3) Strategic considerations for Western organizations operating in Japan as well as dealing with Japanese investors in their domestic market and globally.

Also this course trains students in developing international communication and negotiation skills.

### **METHOD OF INSTRUCTION:**

Lecture, participatory (dialogical, reciprocal learning), inquiry (research & inquiry, cooperative group, engage by generating questions), critical thinking and constructive thinking (analyzing and examining media, multiple alternative culture), creative future thinking (action agenda, root cause, exchange ideas).

### **TEXTBOOK(S) AND/OR CLASS MATERIALS:**

The instructor will provide class materials.

### **GRADING, CERTIFICATE, GRADING PLAN & EVALUATION:**

All students will get a grade for this academic course. You will also get a Certificate of Completion at the end of the course. Students who do not pass with a letter grade of D or above will not be awarded a Certificate of Completion.

Grading Scale:

90-100 = A    80-89 = B    79-70 = C    60-69 = D    50 and below = F

Breakdown:

- Class Participation: 25%
- Attendance: 25%
- Assignments: 20%
- Final Project: 30%

### **COURSE POLICIES:**

It is required for students to attend all classes and come to class on time. Students should refrain from using cell phones while in class and eating during class times.

## STUDENT CONDUCT:

Students are expected to conduct themselves well in the class. Disciplinary action may be taken for but not limited to dishonesty, cheating, or plagiarism.

## COURSE CONTENTS

Daily Contents
<ul style="list-style-type: none"><li>• Introduction: structure, pedagogy, assignment and grading, forming groups.</li><li>• Guest Presentation: Doing Business in Japan</li><li>• Management concepts and model in the West and East</li><li>• Cross-cultural communication: East vs. West</li><li>• Case studies and role playing</li><li>• Consultation meeting</li><li>• Business negotiation between the West and East</li><li>• Japanese economic miracle</li><li>• The evolution and development of Japanese management styles</li><li>• Consultation meeting</li><li>• Company layouts and working styles, managing international business in Japan</li><li>• International strategy and control: internationalization strategy, international environment analysis, cross-cultural decision-making, international team building</li><li>• International dimension of organizational structure, headquarters-foreign subsidiary control relationships</li><li>• Student presentations</li><li>• Consultation meeting</li></ul>