



MANAGEMENT IN JAPANESE CORPORATIONS ACADEMIC COURSE SYLLABUS

COURSE NAME:

Management in Japanese Corporations

CREDITS:

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.

MEETING TIMES:

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 organisations; how other factors, such as the legal, political/governmental, economic and technological system, socio-cultural factors 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.

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 Schedule (General – Subject to Change)

Class Day	Topic	Class Day	Topic
1	Introduction 1) course introduction 2) introducing each other 3) introduction of instructor/ its story of career in multi-cultural environment Group Discussion: Nation's culture	6	Business with Japanese car makers Challenges to grow business with Japanese OEM Episode 3: Matrix Organization causing fragmented & ineffective efforts Episode 4: Lack of understanding decision making process Group Discussion/ What do you recommend to solve such issues with Japanese customers?
2	Japanese social concept (Part 1) Episode 1/ cultural gap between Japanese and foreigners Group Discussion: How you interpret behaviors of Japanese?	7	Vehicle development process Episode 5: Lack of understanding vehicle development process Field Work: visit to small company in Tokyo to see the manufacturing and discuss with the management
3	Japanese social concept (Part2) Group Discussion: What do you think of the impact of Japan culture to business in Japan and business in the global market?	8	Organizational Development of Japan Office Group Discussion/ What do you recommend to solve such issues in Japan office?
4	Japan's modernization history Group presentations of SWOT analysis of Japan's social concept in business	9	Students do a PowerPoint presentation on any business topic related to Japan in the class, encouraged with a cross-cultural approach. This is part of the assessment for the course grade in addition to students' participation to the class.
5	Monodukuri and Toyota Production System Episode 2 : Different context causing confusions Group Discussion/ How do you solve the gap between Japanese customer and foreign supplier?		