

# Compensation Management and Employee Performance

Offered by: Bachelor of Management

Course Code: MB 4018	Credits: 4 SKS (6 ECTS)	Semester: 1 (2016/2017)
Description	The course will be conducted by using lecturing method for explanatory purposes and will emphasize “student-centered” activities through lectures, group/individual presentations and discussion of case exercises. During the course, legal aspects of Compensation and Benefits work will be assigned individually to students. In due time, students will present individually his/her work in front of the class. Moreover, a written report will be collected to accompanying the legal aspects work presentation. Both the presentation and the written report should cover the WHAT, WHY, WHO, WHEN and HOW aspects of the legal subjects. Topics to be covered during the course are as follows: The Pay Model; Strategy: The Totality of Decisions; Defining Internal Alignment; Job Analysis; Evaluating Work: Job Evaluation; Person-Based Structures; Defining Competitiveness; Designing Pay Levels, Mix, and Pay Structures; Pay For Performance; Performance Appraisals; The Benefits Determination Process; Benefit Option.	
Objectives	<ul style="list-style-type: none"><li>• To provide students with the knowledge and exercises about Compensation and Benefits.</li><li>• To allow students to use several techniques to help executing Compensation and Benefits programs.</li><li>• To introduce students to the local context to sharpen their capability with the real situation in Indonesia.</li><li>• To support students behaviorally to show discipline, accuracy and integrity.</li></ul>	

Pre-requisite (You can take the course if you have taken this course or equivalent):

- Human Capital Management (or equivalent)

# Cross-Cultural and Conflict Management

Offered by: Bachelor of Management – International Business Class

Course Code: MB 3233	Credits: 4 SKS (6 ECTS)	Semester: 1 (2016/2017)
Description	<p>This course is designed to provide the basics in cross-cultural communication &amp; management and empower students to handle a broad array of cultural differences in increasingly complex work environments. The intensive globalization of international business and trade has created a highly interrelated and interdependent world in which people from various nations and cultures must work together, often in remote teams, different time zones and geographic regions. Individuals, team members and managers working in such an environment must be knowledgeable about other cultures and cultural differences, and must maintain up to date information on relevant international politics and issues of diplomacy. Issues covered include globalization, cultural orientations, religion, and identities. In addition to lectures, there will be exercises (role plays, etc.), presentations, and international study trips (For <b>international students</b>, there will be options offered considering that you are already in an international trip).</p>	
Objectives	<ul style="list-style-type: none"><li>• To facilitate students to be able to critically question their cultural assumptions especially when dealing with others' cultural assumptions</li><li>• To allow students to understand various aspects about other cultures and willing or having the drive to learn more about other cultures</li><li>• To facilitate students to be able to understand more deeply about cross-cultural adjustments</li><li>• To allow students to understand how conflicts arise especially in a cross-cultural and culturally diverse setting and offer some alternatives in managing the conflicts</li></ul>	

Note:

For full-time SBM students, this is opened only to students enrolled in the International Business Stream

# International Finance and Trade

Offered by: Bachelor of Management – International Business Class

Course Code: MB XXXX	Credits: 3 SKS (4.5 ECTS)	Semester: 1 (2016/2017)
Description	In this course, students will be given some explanation related to important aspects in international trading and finance. Included are risk management, international payment, and management of foreign currency, bond, and security. This course also encompasses important references that would help students reduce the risk and improve cash flow efficiency, identify competitive payment alternatives, make the best payment term and minimize transaction cost.	
Objectives	<ul style="list-style-type: none"><li>• To provide students with exposure to the financial system related to international trading</li><li>• To facilitate students to make financial strategies in international trading</li></ul>	

# Marketing

Offered by: Bachelor of Management Program – International Business Class

Course Code: MB 2103	Credits: 3 SKS (4.5 ECTS)	Semester: 1 (2016/2017)
Description	The purpose of this course is to introduce the methods of analyzing international market through consumers and environment that influence the market and ability to develop the marketing strategies in the global market. Global marketing covers the principles of general marketing and is combined with consumer perspective in the global market. This course will introduce the students to marketing environment and consumers at the global scope.	
Outcomes	<ul style="list-style-type: none"><li>• Students will be able to identify factors and criteria to decide foreign market attractiveness</li><li>• Students will be able to evaluate foreign market attractiveness</li><li>• Students will be able to develop marketing plan for foreign market.</li></ul>	
Activities	Lecturing, Individual Assignment, Project	

# Negotiation

Offered by: Bachelor of Management

Course Code: MB 4011	Credits: 4 SKS (6 ECTS)	Semester: 1 (2016/2017)
Description	This course provides understanding of both theory and processes of negotiation as well as its practice. This course is designed to complement the technical and diagnostic skills learned in other courses at SBM - ITB. A basic premise of the course is that while a manager needs analytical skills in order to develop optimal solutions, a broad array of negotiation skills is needed in order for these solutions to be accepted and implemented. In this course, there will be exercises and a project.	
Objectives	<ul style="list-style-type: none"><li>• To facilitate students to be able to negotiate and use tactics</li><li>• To facilitate students to be able to practice the tools and the real problem</li></ul>	

# Organizational Development and Learning Organization

Offered by: Bachelor of Management

Course Code: MB 4051	Credits: 3 SKS (4.5 ECTS)	Semester: 1 (2016/2017)
Description	By means of System Approach, Organizations will always move to adjust themselves to the changes in the organizational context (internal & external), including the discipline to create a Learning Organization. Students will learn about Organizational Effectiveness, Management Tools which will be needed to conduct an Action Research in order to validate organizational problems and organizational imperatives to change, know design element at organizational/ groups/jobs level, know what type of interventions mostly appropriate to answer the organizational needs, and the process for leading and managing change.	
Objectives	<ul style="list-style-type: none"><li>• To allow students to understand the concept of Organizational Development and Learning Organization</li><li>• To enable students to use relevant tools in order to adapt the organization and make it as the Learning Organization</li><li>• To facilitate students to be able to communicate the initial feedback on Action Research and steps in managing and leading change (change agent)</li></ul>	

Pre-requisites (You can take the course if you have taken these courses or equivalent):

- Psychology and Organizational Behavior (or equivalent)
- Human Capital Management (or equivalent)

# Project Management

Offered by: Bachelor of Management

Course Code: MB 4055	Credits: 3 SKS (4.5 ECTS)	Semester: 1 (2016/2017)
Description	Project management became one of the important competencies for students to know and mastered in solving real organizational problems. Many organizational problems are solved in the form of a project is a series of interrelated activities, have a clear purpose, using limited resources, have certain completion schedule, involving the stakeholders, sometimes an activity that is not repeated, and in certain circumstances relating to the uncertainty. In this course, there will be discussions and project simulation.	
Objectives	To facilitate students to be able to understand, apply or make decisions by using the concept of problem identification, the outline of the proposed solution, defining project, drafting network, scheduling, budgeting, and project control.	

# Shopper Behavior

Offered by: Bachelor of Management

Course Code: MB 4016	Credits: 3 SKS (4.5 ECTS)	Semester: 1 (2016/2017)
Description	<p>Shopper Behavior is a distinctive form of consumer behavior, involving three dimensions that influence the behavior of shoppers, i.e. shopping environment, social-cultural context, and individual role, motivation, and behavior. Shopper Behavior is one of the important aspects of marketing management because decisions involved in developing an effective marketing mix for a product or service rely thorough knowledge of the shoppers, who comprise of the target market. Understanding the behavior of shoppers can help marketers anticipate reactions to changes in the marketing mix or determine when new products are likely to be adopted. Shopper Behavior is also closely related to marketing research. A practical understanding of shopper can aid in the selection of an appropriate research methodology, question design and selection, as well as interpreting shopper responses to such questions. In this course, there will be a research project and field trip.</p>	
Objectives	<ul style="list-style-type: none"><li>• To allow students to acquire a framework for analyzing Shopper behavior problem</li><li>• To allow students to learn about and use shopper behavior theories in marketing</li><li>• To allow students to learn about how Shopper behavioral evidence can be used to evaluate alternative marketing strategies</li><li>• To allow students to learn analytic tools (Experiential Exercises) that can be used to investigate Shopper behavior and guide marketing manager's decision making</li></ul>	
Activities	<ul style="list-style-type: none"><li>• Shopper behavior research project at the Point of Purchase (shopping)</li><li>• Field Trip</li></ul>	

Pre-requisite (You can take the course if you have taken this course or equivalent):

- Marketing (or equivalent)



# Supply Chain Management

Offered by: Bachelor of Management

Course Code: MB 4023	Credits: 4 SKS (6 ECTS)	Semester: 1 (2016/2017)
Description	<p>Supply chain management is a systematic approach to help companies create and maintain competitive advantage. Repairs must bring the company closer to its goal to be able to make money in the present and also in the future. This course is designed to provide students the knowledge and skills to improve the supply chain. Logistics management is part of the supply chain management process. Supply chain management covers the planning and management of all activities involved in sourcing and procurement, conversion, and logistics management activities. Supply chain management is a function that integrates key business functions and business processes within and across companies into a cohesive business model and high-performance. It also includes coordination and collaboration with partners, suppliers, intermediaries, third party service providers, and customers. In essence, supply chain management integrates supply and demand management within and across companies.</p>	
Objectives	<ul style="list-style-type: none"><li>• To allow students to develop an understanding of the difference between logistics, operations and management of the supplied chain and their role in supporting the business strategy.</li><li>• To allow students to expand knowledge about the individual processes of the supplied chain management and their relevance within the enterprise and across the enterprise.</li><li>• To allow students to expand knowledge about the tools and techniques which are useful in applying the concept of the supplied chain.</li><li>• To allow student to strengthen management integrative analysis and troubleshooting capabilities.</li></ul>	