

Morocco in Context II: Internship

COURSE DESIGNATOR: MRCO 3600

LANGUAGE OF INSTRUCTION: English

NUMBER OF CREDITS: 3

CONTACT HOURS: 24–30 hours

COURSE DESCRIPTION

In the rapidly globalizing world of today, this course provides an opportunity for students to experience and reflect on the intercultural context work environment in Morocco. The practical internship experiences as well as readings, discussions, and written journals and assignments will deepen the students' understanding of Morocco's cultural context and provide them a unique global work experience for a prospective career.

This course is available to academic year students in their spring semester. It is designed to guide students in the internship experience and create a foundation for a successful professional career. In addition to gaining a cross-cultural comparative view on work, the topics and assignments will deepen students' insights about themselves, the world of work, and being successful in the workplace. Each class session will consist of, in addition to presenting an aspect of the work field in Morocco, discussions about the challenges students have come across and observations they have made on their internship site during the week.

COURSE OBJECTIVES

The course will provide a base for understanding better the Moroccan work environment for the students in order to help them maximize their internship experience. It will also help them challenge their own cultural assumptions and stereotypes.

Students will gain a unique local work and leadership experience by working with a diverse populations in Morocco. They will also develop their understanding of professional customs and practices and gain skills that can make them effective leaders in their future careers.

At the conclusion of this course students will be able to:

- Compare and contrast the Moroccan and US work environments.
- Appreciate and tolerate differences.
- Identify personal work skills and strengths and enhance them.
- Develop techniques and try them to deal with challenges in the workplace.
- Adapt to a different workplace dynamic through developing and testing personal strategies.

METHODOLOGY

In-class contact hours include lectures, discussions, readings, weekly reflective assigned papers, excerpts from work-related movies and books.

REQUIRED READINGS/ MATERIALS

- Morocco, Labor Laws and Regulations Handbook, International Business Publications
- Labor Law and Practice in Morocco: BLS Report, Issue 282, 1965
- Labor Market Policies and Unemployment in Morocco, Pierre-Richard Agenor-Karim Aynaoui, 2003
- Morocco Labor Laws (articles on The Moroccan Labor law on Morocco Business News website http://www.moroccobusinessnews.com/Invest_Morocco/Moroccan_Labour_Law.asp)

GRADING

Grading Rubric		
A	93-100	Achievement that is outstanding relative to the level necessary to meet course requirements.
A-	90-92	Achievement that is significantly above the level necessary to meet course requirements.
B+	87-89	
B	83-86	
B-	80-82	Achievement that meets the course requirements in every respect.
C+	77-79	
C	73-76	
C-	70-72	Achievement that is worthy of credit even though it fails to meet fully the course requirements.
D+	67-69	
D	60-66	
F	0-59	Represents failure (or no credit) and signifies that the work was either (1) completed but at a level of achievement that is not worthy of credit or (2) was not completed and there was no agreement between the instructor and the student that the student would be awarded an I.

SUMMARY OF HOW GRADES ARE WEIGHTED

Attendance and class participation / weekly journal reports	25%
Goal setting paper	15%
Interview paper	15%
Updated resume to reflect career skill building	10%
Site supervisor feedback	10%
Final capstone paper	25%
Overall grade	100%

ASSESSMENT DETAILS

ATTENDANCE AND CLASS PARTICIPATION

Attendance and punctuality are compulsory both in the weekly classes and the internship place. Any unjustified absence will affect the final grade.

INTERCULTURAL & GOAL SETTING PAPER

First page: Intercultural awareness is associated with a gain in interpersonal skills that are important to successfully engage at your current internship and in professional situations post-study abroad. In order to gain a better understanding of cultural differences that may exist between your host and home country, visit this website. First put in your host country and then add the US, as your comparison country. What are your general impressions? In what dimensions do you see

differences? Similarities? How do you foresee that you may have to adjust your behavior or mindset in order to be successful in this cultural context? Describe two expectations you have about your host country's work culture. Are these expectations similar or different than the US work culture and why?

Second page: What are three personal goals you have for your internship? List three skills you would like to improve or gain during your internship and how you plan to achieve this skill development.

Suggested skills for goal paper:

1. Function as a team member
2. Effective interpersonal communication
3. Learn new ideas quickly
4. Identify, define, and solve problems
5. Appreciate and interact with individuals different than yourself
6. Critical and analytical thinking
7. Creative/innovative thinking
8. Locate/evaluate information
9. Competency in a field of study
10. Writing skills

INTERVIEW

Interview someone in a career that you are interested in exploring. Describe how you found this person, their responses, how you believe this job compares to a similar job in the U.S., and does this interview make you more or less interested in this field, why or why not?

Sample questions:

What was this person's career path? What type of education do they have? What is their employment history? What types of tasks does this job include? What is the organizational culture and how is it to work within this culture? What is their advice for getting into this field?

SHORT PRESENTATIONS/JOURNALS

The students have to submit weekly journals about specific topics related to their workplace impressions. These are some of the topics to observe and reflect on:

- Employer-employee rapport
- Workplace etiquette
- Working conditions
- Worker/intern relation
- Employee/client rapport
- Punctuality
- Personal challenges

FINAL CAPSTONE PAPER

A capstone assignment is meant to "pull it all together." In writing this paper this paper, draw upon your journals, interview, required readings, class discussions, discussions from colleagues at internship, and general observations. This should be around 5 pages this 2-credit course. This paper has two sections: personal and workplace. Reflect on everything you experienced and learned during your internship then look back at your goal paper and journal entries.

Personal

Did you achieve your personal goals? Why or why not? What was challenging? What was easy? What did you learn and why does it matter? What will you do differently next time you start a new internship or job? *What makes you a good candidate for this job?* Write down a job that you would like and respond to that interview question highlighting the three skills you have developed during the internship. How have you developed these skills over the course of your internship? Why are these skills important in your chosen career? If these skills are different from what you listed in your goals paper, describe why and how this is the case at the end of this paper section.

Workplace

Revisit what you wrote about the intercultural differences and similarities from your host to home cultures. Now that you have spent time in your host country, what do you agree with and what do you disagree with and why? Compare your career in your host country to the same one in the US. What are differences? What are similarities? Do you have a preference for one country's work norms over another one?

COURSE CONTENT

WEEK 1: Introduction

- Presentation of the class and overview of available internships and their rules, goals, journals, exam, etc....
- Introduction of the work market in Morocco
- Moroccan work culture (etiquette, rules, dress code, relationship between boss and workers, etc....)
- Assign goal setting paper

WEEK 2: Work Contexts

- Active population in Morocco
- Private/public sectors
- Work contracts and statutes
- Presentation of journals

WEEK 3: Work Obligations

- Work hours in public and private sectors (vs US)
- Holidays in private/public sectors (vs US)
- Social security (vs US)
- Presentation of journals

WEEK 4: Workers' Benefits

- Taxes and Social charges in Morocco (vs. US)
- Work benefits in public and private sectors
- Presentation of journals

WEEK 5: Unemployment and Working Sectors

- Unemployment in Morocco
- Expats working in Morocco (statistics, laws, and problems)
- Moroccans immigrants working abroad (statistics and problems)

- Child labor (new law)
- Presentation of journals

WEEK 6: Education and Employment

- Moroccan educational system
- New emergency plan for educational reform
- The University and job market
- Presentation of journals

WEEK 7: Unions

- Worker unions (public vs. private sectors)
- Strikes (new law)
- Presentation of journals

WEEK 8: Today's Realities

- Watch a movie about work in Morocco (TBD)
- Discussion
- Presentation of journals

WEEK 9: Conclusion

- Final exam
- Final paper due and presentations

ATTENDANCE POLICY

Students are expected to be on time and attend all classes while abroad. Many instructors assess both attendance and participation when assigning a final course grade. Attendance alone does not guarantee a positive participation grade; the student should be prepared for class and engage in class discussion. See the onsite syllabus for specific class requirements.

UNIVERSITY OF MINNESOTA POLICIES AND PROCEDURES

Academic integrity is essential to a positive teaching and learning environment. All students enrolled in University courses are expected to complete coursework responsibilities with fairness and honesty. Failure to do so by seeking unfair advantage over others or misrepresenting someone else's work as your own can result in disciplinary action. The University Student Conduct

Code defines scholastic dishonesty as follows:

SCHOLASTIC DISHONESTY:

Scholastic dishonesty means plagiarizing; cheating on assignments or examinations; engaging in unauthorized collaboration on academic work; taking, acquiring, or using test materials without faculty permission; submitting false or incomplete records of academic achievement; acting alone or in cooperation with another to falsify records or to obtain dishonestly grades, honors, awards, or professional endorsement; altering forging, or misusing a University academic record; or fabricating or falsifying data, research procedures, or data analysis.

Within this course, a student responsible for scholastic dishonesty can be assigned a penalty up to and including an “F” or “N” for the course. If you have any questions regarding the expectations for a specific assignment or exam, ask.

STUDENT CONDUCT:

The University of Minnesota has specific policies concerning student conduct. This information can be found on the Learning Abroad Center website.