

COURSE SPECIFICATION DOCUMENT

NOTE: ANY CHANGES TO A CSD MUST GO THROUGH ALL OF THE RELEVANT APPROVAL PROCESSES, INCLUDING LTPC.

Academic School:	Business and Economics
Programme:	Masters in Business Administration
FHEQ Level:	7
Course Title:	Managing Organisations and People
Course Code:	MGT 7110
Course Leader:	Dr Ben Shenoy
Student Engagement Hours:	200
Lectures:	39
Seminar / Tutorials:	6
Independent / Guided Learning:	155
Semester:	Spring
Credits:	20 UK CATS credits 10 ECTS credits 4 US credits

Course Description:

Organisations consist of the people who work within them. The objectives of this course are therefore to raise the student's awareness of the centrality of managing organisations and people to understanding organisational functioning and effectiveness. An understanding of human behaviour, via the disciplinary bases of psychology, sociology and anthropology, will profoundly deepen students' analysis of organisations. The course will demonstrate the core value of an understanding of managing organisations and people to a manager's ability to achieve organisational goals.

Prerequisites: N/A

Aims and Objectives:

The course aims to provide a deeper understanding of how the study of managing organisations and people can aid in improving the performance and well being of people at work. Students will have understood how models, theories and concepts about managing organisations and people can be used to promote the effectiveness of individuals, groups and organizations.

Programme Outcomes:

A1, A2, A3, A4, A5
B1, B2, B3, B4
C1, C2, C3, C4, C5
D1, D2, D3, D4, D5

A detailed list of the programme outcomes are found in the Programme Specification.

This is located at the archive maintained by the Academic Registry and found at:
<http://www.richmond.ac.uk/content/academic-schools/academic-registry/program-and-course-specifications.aspx>

Learning Outcomes:

By the end of this course, successful students should be able to:

Subject Knowledge and Understanding

1. Apply a systematic and deep understanding of management and organizational theories.
2. Demonstrate skills for the analysis of individual, group and organisational functioning that enhances their effectiveness as managers.
3. Develop a richer and more complex representation of managing organisations and people, enabling them to contribute more effectively in the workplace.

Cognitive Skills

1. Evaluate statements in terms of evidence.
2. Define terms adequately, and generalize appropriately.
3. Apply ideas and knowledge from the course to a range of business and other situations.

Subject Specific, Practical and Professional Skills

1. Engage as team members in group work that will require intellectual, reflective and analytical application.

General/Transferable Skills

1. Effective oral and written communication in a range of traditional and electronic media.

Indicative Content:

- Individual differences
- Work motivation
- Groups and teams in organisations
- Leadership
- Organisational structure
- Power and conflict in organisations
- Organisational culture and change

Assessment:

This course conforms to the Richmond University Standard Assessment Norms approved at Learning and Teaching Policy Committee found at:
<http://www.richmond.ac.uk/content/academic-affairs/academic-standing.aspx>.

Teaching Methodology:

The course will emphasize problem-solving, the application of theory to real world practice and teamwork. Problem-solving and the application of theory to practice will be addressed through extensive use of case studies which require analysis and problem solving. Teamwork will be emphasized through in-class case discussion and group assignment(s).

Bibliography:

See syllabus for complete reading list.

Indicative Text(s):

Bowditch, J. & Buono, A. (2008). *A Primer on Organizational Behaviour*, 7th Edition, London: Pearson Education.

Armstrong, M. (2009). *Handbook of Management and Leadership*, London: Kogan Page.

Balogun, J., Hope, Hailey, V. (2008). *Exploring Strategic Change*. 3rd edition, London: Financial Times Prentice Hall.

Burnes, B. (2009). *Managing Change*, 5th edition, London: Financial Times Prentice Hall.

Grievies, J. (2010). *Organizational Change: Themes and Issues*, Oxford: Oxford University Press.

Huczynski, A. & Buchanan, D. (2010). *Organizational Behaviour*, 7th Edition, London: Pearson Education.

