COURSE SPECIFICATION DOCUMENT

Academic School / Department: Richmond Business School

Programme: Master in Business Administration

FHEQ **Level:**   7

Course Title: Managing Organisation and People

Course Code: MGT 7110

Total Hours: 200
Timetabled Hours: 39
21
Independent / Guided Learning: 140

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. Students will learn how an understanding of human behaviour via the disciplinary bases of psychology, sociology and anthropology profoundly deepens the analysis of organisations and how the understanding of organisations and people help enhances the 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 organizations 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 organizations 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 is found in the Programme Specification. This is maintained by Registry and located at: https://www.richmond.ac.uk/programme-and-course-specifications/

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

Knowledge and Understanding

- Apply a systematic and deep understanding of management and organizational theories.

- Demonstrate skills for the analysis of individual, group and organisational functioning that enhances their effectiveness as managers.

- Develop a richer and more complex representation of managing organisations and people, enabling them to contribute more effectively in the workplace.

Cognitive Skills

- Evaluate statements in terms of evidence.

- Define terms adequately, and generalize appropriately.

- Apply ideas and knowledge from the course to a range of business and other situations.

Performance and Practice

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

Personal and Enabling

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

Indicative Content:
- Organisational Behavior Organisational Development
- Personality diagnostics and how to measure individual differences
- Work motivation
- Groups and teams in organisations
- Leadership
- Organisational Structure
- Power and conflict in organisations

- Organisational culture and change
- Examination of organisational dynamics and the importance of stakeholders in an organisation

Assessment:
Group assignment and individual assignment.

This course conforms to the Richmond University Standard Assessment Norms approved at Academic Board and are located at https://www.richmond.ac.uk/university-policies/

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. Teamwork will be emphasized through in-class case discussion and group assignment(s).

Indicative Text(s):
- Bratton, J. and Gold, J. (2017). *Human Resource Management*. 1st ed. London: Palgrave
- Clegg, S., Kornberger, M., Pitsis, T., & Clegg, P. S. R. (2016). *Managing and Organizations: An introduction to theory and practice* (4th ed.). Thousand Oaks, CA: SAGE Publications.
- Cross, C., & Carbery, R. (2016). *Organisational behaviour*. London: Palgrave.
- Handy, C. B. (1993). *Understanding organizations* (4th ed.). New York: Oxford University Press.
- Laloux, F. (2014). *Reinventing organizations: A guide to creating organizations inspired by the next stage of human consciousness*. France: Laoux (Frederic).

Journals
- Harvard Business Review (Harvard Business School).
- Journal of General Management (Braybrooke Press Ltd).
- Journal of Management Studies (Blackwell).
- Leadership and Organisation Development Journal.
- Strategic Management Journal (Wiley).

Industry Insights
- McKinsey Quarterly (McKinsey & Co.).
- PwC 365s
- Oliver Wyman Ideas
- Warren Buffett's Annual Shareholder Letters

Web Sites
- www.hbr.org
- www.sloanreview.mit.edu
- www.cmr.berkeley.edu

See syllabus for complete reading list

Change Log for this CSD:

Nature of Change	Date Approved & Approval Body (School or AB)	Change Actioned by Academic Registry
Update of indicative text		
Change teaching semester to fall	Jan 2018	
Revision – annual update	May 2023	
Total hours updated	April 2024	