

Liverpool John Moores University

Title: Managing People and Organisation

Status: Definitive

Code: **4606TECYPC** (121710)

Version Start Date: 01-08-2021

Owning School/Faculty: Engineering

Teaching School/Faculty: YPC International College (Kolej Antarabangsa YPC)

Team	Leader
Karl Jones	Y

Academic Level:	FHEQ4	Credit Value:	20	Total Delivered Hours:	72
Total Learning Hours:	200	Private Study:	128		

Delivery Options

Course typically offered: Semester 2

Component	Contact Hours
Lecture	36
Tutorial	36

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Essay	AS1	2500 word essay (organisational report)	50	
Presentation	AS2	Presentation	40	
Reflection	AS3	Wow Skills Bronze	10	

Aims

The aim of this module is to provide students with an understanding of the issues associated with managing people in work environments and appreciate how the changing nature of work impacts on individuals and groups within the organisation.

Learning Outcomes

After completing the module the student should be able to:

- 1 Provide an explanation of the different approaches to management.
- 2 Examine the role of the manager within the modern working environment.
- 3 Provide an explanation of the relationship between organizational culture and individual behaviour.
- 4 Examine the motivational theory in organisation
- 5 Identify and reflect upon the following aspects of self-awareness in respect of personal development and career planning: strengths and weaknesses, motivations and values, ability to work with others.

Learning Outcomes of Assessments

The assessment item list is assessed via the learning outcomes listed:

Organisational report	1	2	5
Presentation	3	4	
WoW Skills Bronze	5		

Outline Syllabus

Development of management thought:

- *Scientific management; classical administration; bureaucracy; human relation approach; contingency approach; nature of managerial authority; power; responsibility; delegation; conflicts.*

Motivation theories:

- *Maslow Hierarchy of needs; Herzberg's Motivation- Hygiene McCrae and Costa – personality dimensions; rewards and incentives.*

Types of organisation:

- *Functional; product based; geographically based; multi-functional and multi – divisional structures; matrix; centralization and decentralization; organization charts; networking.*

Organizational culture

- *Classification of organizational culture – power culture; role culture; task culture; culture norms and symbols; values and beliefs; development of organization culture.*

Learning Activities

Lectures, tutorial discussions, case studies, videos.

Notes

This module has been designed to introduce students to the different approaches to management and the functions and roles that managers perform in the work

environment. It examines the changing nature of work organizations addressing the concepts of organizational structure, power, authority and culture. Students will be able to apply the concepts discussed to a range of chosen organizations so that comparisons and contrast can be made.