

Summary Information

Module Code	6003LBSAF
Formal Module Title	Managing People and Organisations
Owning School	Business and Management
Career	Undergraduate
Credits	20
Academic level	FHEQ Level 6
Grading Schema	40

Teaching Responsibility

LJMU Schools involved in Delivery
Business and Management

Learning Methods

Learning Method Type	Hours
Lecture	11
Online	11
Seminar	11

Module Offering(s)

Display Name	Location	Start Month	Duration Number Duration Unit
SEP-MTP	MTP	September	12 Weeks

Aims and Outcomes

Aims	The aim of this module is to provide students with an understanding of management issues/decisions and their impact on individuals and the organisation as a whole. The aims of the module are: a) To provide an understanding of strategic management issues. b) To examine the competitive environment. c) To examine the role of managers/leaders within the organisation. d) To provide an understanding of the relationship between culture and its impact on individual behaviour.
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After completing the module the student should be able to:

Learning Outcomes

Code	Number	Description
MLO1	1	Compare and contrast alternative approaches to strategic planning.
MLO2	2	Apply and analyse the competitive environment in which a business operates.
MLO3	3	Apply different approaches to leadership and management for the development of organisational relationships & business projects.
MLO4	4	Analyse and evaluate a need for change within business.

Module Content

Outline Syllabus	1. Strategy: Definitions, levels & stages of rational approach, strategic development including emergent/incremental/political/resource based view. 2. The Business Environment: Macro/Micro environments, Porters Diamond, Porters five forces, LoNGPEST analysis, Globalisation, Risk factors. Competitive advantage & strategies to gain competitive advantage (value, rarity, sustainability, etc.), sources, types and quality of competitor data for competitor analysis. 3. Managing People: Management styles & issues, concepts of power, authority, delegation & empowerment. Leadership approaches such as personality/traits, style, contingency, transactional/transformational. HR issues such as policies/procedures, appraisals, coaching/mentoring, resolving poor performance, health & safety. Performance management frameworks - target setting, MBO, balanced scorecard. 4. Managing Organisations: Culture - definitions, levels, influence, cultural web, models, managing different cultures. Structures - types & their impact on project achievement, effective project managers, role of accountant & key players in a project, project stakeholders, project team lifecycle, leading & motivating project teams. Teams - building, managing & leading, motivating, effective and problematic teams. Communication - process, types, problems, effective communication skills for accountants, no-verbal, feedback, influence, negotiation skills. Managing conflict - sources & causes of conflict, types of, strategies to manage conflict. 5. Managing Change: Change - types and triggers, stage model, principles of change management, problems with change, resistance & managing resistance.
Module Overview	The aim of this module is to provide you with an understanding of management issues/decisions and their impact on individuals and the organisation as a whole. The module will provide an understanding of strategic management issues, to examine the competitive environment and the role of managers/leaders within the organisation. It will also provide an understanding of the relationship between culture and its impact on individual behaviour.
Additional Information	This module has been designed to provide students with a comprehensive understanding of the roles/functions of management within the organisation. Students will be able to apply the concepts discussed to a range of chosen organisations so that comparisons and contrasts can be made.

Assessments

Assignment Category	Assessment Name	Weight	Exam/Test Length (hours)	Module Learning Outcome Mapping
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Report	Individual Report 2000 words	20	0	MLO2, MLO4
Centralised Exam	Closed Book Examination	80	3	MLO1, MLO3, MLO4

Module Contacts

Module Leader

Contact Name	Applies to all offerings	Offerings
Karen Godfrey	Yes	N/A

Partner Module Team

Contact Name	Applies to all offerings	Offerings
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