

**Summary Information**

<b>Module Code</b>	6503AFYPC
<b>Formal Module Title</b>	Managing People and Organisations
<b>Owning School</b>	Business and Management
<b>Career</b>	Undergraduate
<b>Credits</b>	20
<b>Academic level</b>	FHEQ Level 6
<b>Grading Schema</b>	40

**Module Contacts**

**Module Leader**

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

**Module Team Member**

Contact Name	Applies to all offerings	Offerings
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**Partner Module Team**

Contact Name	Applies to all offerings	Offerings
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**Teaching Responsibility**

<b>LJMU Schools involved in Delivery</b>
LJMU Partner Taught

## Partner Teaching Institution

Institution Name
YPC International College (Kolej Antarabangsa YPC)

## Learning Methods

Learning Method Type	Hours
Lecture	11
Online	11
Seminar	11

## Module Offering(s)

Offering Code	Location	Start Month	Duration
SEP-PAR	PAR	September	12 Weeks

## Aims and Outcomes

<b>Aims</b>	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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## Learning Outcomes

After completing the module the student should be able to:

Code	Description
MLO1	Compare and contrast alternative approaches to strategic planning.
MLO2	Apply and analyse the competitive environment in which a business operates.
MLO3	Apply different approaches to leadership and management for the development of organisational relationships & business projects.
MLO4	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

#### 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)	Learning Outcome Mapping
Report	Individual Report 2000 words	20	0	MLO4, MLO2
Exam	Closed Book Examination	80	3	MLO3, MLO1, MLO4