

DEREE COLLEGE SYLLABUS FOR:		3/0/3						
MG 3034 MANAGING PEOPLE AND ORGANIZATIONS – LEVEL 5		UK CREDITS: 15						
(Updated Fall 2021)								
PREREQUISITES:	None							
CATALOG DESCRIPTION:	Major theories of organizational behavior and the emergence of strategic human resource management as a mechanism for managing people at work. Implications for managers in enacting work and people management activities.							
RATIONALE:	Managers that function in organizational settings guide human resource towards the effective and efficient achievement of objectives. Knowledge of how organizations function and of key human resource management practices is vital to those preparing for responsible positions in business organizations. This course helps prepare the student to effectively manage people and organizations.							
LEARNING OUTCOMES:	<p>As a result of taking this course, the student should be able to:</p> <ol style="list-style-type: none"> 1. Examine the nature and context of managing in organizations by analysing key concepts and topic areas underpinning the field of work and organizations. 2. Demonstrate knowledge and understanding of some key people management practices and consider their potential contribution to fulfilling individual and organizational goals. 3. Explain and analyze contemporary issues in effectively managing work and people by applying learning to a range of organizational contexts. 							
METHOD OF TEACHING AND LEARNING:	<p>In congruence with the teaching and learning strategy of the college, the following tools are used:</p> <ul style="list-style-type: none"> ➤ Class lectures, interactive learning, class discussions, video presentations, and practical problems solved in class. ➤ Exercises and primary source documents, which are reviewed in class ➤ Office hours: students are encouraged to make full use of the office hours of their instructor, where they can ask questions, see their exam paper, and/or go over lecture material. ➤ Use of Blackboard, where instructors post lecture notes, online quizzes assignment instructions, required readings, timely announcements, as well as additional resources. 							
ASSESSMENT:	<p>Summative:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 70%;">First assessment Written project (Individual - 1,500-1,900 words)</td> <td align="center">50%</td> </tr> <tr> <td>Final assessment Final examination (Essay-type questions)</td> <td align="center">50%</td> </tr> </table> <p>Formative:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 70%;">Case studies, experiential exercises, in-class quizzes, discussion of scholar output</td> <td align="center">0%</td> </tr> </table> <p>The formative practice sets aim to prepare students for the examinations and ensure that students are actively engaged during the term.</p> <p>The written project tests Learning Outcome 3. The final examination tests Learning Outcomes 1 and 2.</p>		First assessment Written project (Individual - 1,500-1,900 words)	50%	Final assessment Final examination (Essay-type questions)	50%	Case studies, experiential exercises, in-class quizzes, discussion of scholar output	0%
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Final assessment Final examination (Essay-type questions)	50%							
Case studies, experiential exercises, in-class quizzes, discussion of scholar output	0%							

**INDICATIVE
READING:**

REQUIRED READING

McShane, S. L., & Von Glinow, M.N. (latest ed.). *Organizational Behavior: Emerging Knowledge and Practice for the Real World*. McGraw-Hill.
Noe, R. E., Hollenbeck, J. R., Gerhart, B., & Wright, P. M. (international ed.). *Human Resource Management: Gaining a Competitive Advantage*. McGraw-Hill.

Articles posted on Blackboard

RECOMMENDED READING

Ahn, J. Y., & Huang, S. (2020). Types of employee training, organizational identification, and turnover intention: Evidence from Korean employees. *Problems and Perspectives in Management*, 18, 517-526. doi:10.21511/ppm.18(4).2020.41

Alnawfleh, S. H. (2020). Effect of training and development on employee performance in the Aqaba special economic zone authority. *Journal of Business & Management*, 8, 20-34. doi:10.25255/jbm.2020.8.1.20.34

Amyot D. (2020). Preparing Canadians for the changing world of work. In C. Hong, & W. Ma (Eds.), *Applied Degree Education and the Future of Work*, pp. 109-117. Singapore: Springer.

Cimini, C., Boffelli, A., Lagorio, A., Kalchschmidt, M., & Pinto, R. (2020). How do industry 4.0 technologies influence organisational change? An empirical analysis of Italian SMEs. *Journal of Manufacturing Technology Management*. doi:10.1108/JMTM-04-2019-0135

Hassan, M. S., Mizanuzzaman, M., & Islam, K. M. A. (2020). The effects of training to the employee performance and development: A study of Fareast Islami Life Insurance Company Limited, Bangladesh. *International Journal of Business and Management Future*, 4, 17-40. doi:10.46281/ijbmf.v4i2.785

Holmes, R. M. Jr., Hitt, M. A., Perrewé, P. L., Palmer, J. C., & Molina-Sieiro, G. (2021). Building cross-disciplinary bridges in leadership: Integrating top executive personality and leadership theory and research. *The Leadership Quarterly*, 101490. doi:10.1016/j.leaqua.2020.101490.

Manuaba, I. A. P. U., & Gede, S. D. (2021). Examining recruitment strategies and millennial employee selection. *International Research Journal of Management, IT and Social Sciences*, 8, 110-122. doi:10.21744/irjmis.v8n1.1140.

Presbitero, A. (2021). Communication accommodation within global virtual team: The influence of cultural intelligence and the impact on interpersonal process effectiveness. *Journal of International Management*, 27, 1-17. doi:10.1016/j.intman.2020.100809.

Shafi, M., Zoya, Lei, Z., Song, X., & Sarker, M. N. I. (2020). The effects of transformational leadership on employee creativity: Moderating role of intrinsic motivation. *Asia Pacific Management Review*, 25, 166-176. doi:10.1016/j.apmr.2019.12.002.

Stavraki, M., Lamprinakos, G., Briñol, P., Petty, R. E., Karantinou, K., & Díaz, D. (2021). The influence of emotions on information processing and persuasion: A differential appraisals perspective. *Journal of Experimental Social Psychology*, 93, 104085. doi:10.1016/j.jesp.2020.104085.

Szydło J, & Grześ-Bukłaho J. (2020). Relations between national and organisational culture—Case study. *Sustainability*, 12, 15-22. doi:10.3390/su12041522

Tran, Q. H. N. (2020). Organisational culture, leadership behavior and job satisfaction in the Vietnam context. *International Journal of Organizational Analysis*, 29, 136-154. doi:10.1108/IJOA-10-2019-1919

INDICATIVE MATERIAL: <i>(e.g. audiovisual, digital material, etc.)</i>	REQUIRED MATERIAL: N/A RECOMMENDED MATERIAL: N/A
COMMUNICATION REQUIREMENTS:	Use of appropriate academic conventions as applicable in oral and written communications.
SOFTWARE REQUIREMENTS:	Word, Excel
WWW RESOURCES:	www.shrm.org www.cipd.co.uk www.geert-hofstede.com www.druckerinstitute.com www.eiconsortium.org www.eqosnet.org
INDICATIVE CONTENT:	<ol style="list-style-type: none"> 1. Organizational Behavior and the changing world of work 2. Individual Behavior Personality and Values 3. Recruitment and Selection 4. Perception and Learning in Organizations 5. Employee Training and Development 6. Perceptions, Emotions, Attitudes and Stress 7. Applied Practices to Motivation 8. Rewarding People at Work 9. Leading Effective Teams: Exploring Power and Dynamics 10. Communicating in Teams and Organizations 11. Conflict and Negotiation in the Workplace 12. Performance Management and Appraisal 13. Organizational Culture 14. Organizational Change 15. Organisational Structure