



Lahore University of Management Sciences

MGMT 142 - Principles of Management

Fall Semester 2017

(Tentative-Under review)

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COURSE BASICS

Credit Hours	3			
Lecture(s)	Nbr of Lec(s) Per Week	2	Duration	75 minutes
Recitation/Lab (per week)	Nbr of Lec(s) Per Week	-	Duration	-
Tutorial (per week)	Nbr of Lec(s) Per Week	-	Duration	-

COURSE DISTRIBUTION

Core	Core
Open for Student Category	Freshmen only

COURSE DESCRIPTION

Principles of Management is a rich, interactive learning experience designed to give students an overarching view of management and the basic intellectual tools and aptitudes they need to meet today's organizational challenges. This basic management course will investigate the different functions of management, namely planning, organizing, leading and controlling. In tandem, the course will explore how issues such as organization structure, technology, innovation, ethics, corporate responsibility, organization culture, the competitive environment and customer-focus influence managerial decision making.

COURSE PREREQUISITE(S)

	NONE
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COURSE LEARNING OBJECTIVES

1.	To introduce business and non-business students to various topics pertaining to management such as social responsibility, ethics, global management, leadership, organization change, entrepreneurship, human resource management, organizational culture & structure and motivation etc.
2.	To help students understand and appreciate different managerial functions and their application in an organizational setting.
3.	Enabling students to critically examine managerial decision-making and the reasons and the context it takes place in so as to sharpen their own judgment to make informed decisions.



Lahore University of Management Sciences

UNDERGRADUATE PROGRAM LEARNING GOALS & OBJECTIVES

General Learning Goals & Objectives

Goal 1 –Effective Written and Oral Communication

Objective: Students will demonstrate effective writing and oral communication skills

Goal 2 –Ethical Understanding and Reasoning

Objective: Students will demonstrate that they are able to identify and address ethical issues in an organizational context.

Goal 3 – Analytical Thinking and Problem Solving Skills

Objective: Students will demonstrate that they are able to identify key problems and generate viable solutions.

Goal 4 – Application of Information Technology

Objective: Students will demonstrate that they are able to use current technologies in business and management context.

Goal 5 – Teamwork in Diverse and Multicultural Environments

Objective: Students will demonstrate that they are able to work effectively in diverse environments.

Goal 6 – Understanding Organizational Ecosystems

Objective: Students will demonstrate that they have an understanding of Economic, Political, Regulatory, Legal, Technological, and Social environment of organizations.

Major Specific Learning Goals & Objectives

Goal 7 (a) – Discipline Specific Knowledge and Understanding

Objective: Students will demonstrate knowledge of key business disciplines and how they interact including application to real world situations (Including subject knowledge).

Goal 7 (b) – Understanding the “science” behind the decision-making process (for MGS Majors)

Objective: Students will demonstrate ability to analyze a business problem, design and apply appropriate decision-support tools, interpret results and make meaningful recommendations to support the decision-maker

Indicate below how the course learning objectives specifically relate to any program learning goals and objectives.

PROGRAM LEARNING GOALS AND OBJECTIVES	COURSE LEARNING OBJECTIVES	COURSE ASSESSMENT ITEM
Goal 1 –Effective Written and Oral Communication	Objective 2	CP, Exams, Assignments, Project
Goal 2 –Ethical Understanding and Reasoning	Objectives 1, 2 and 3	CP
Goal 3 – Analytical Thinking and Problem Solving Skills	Objectives 2 and 3	CP, Assignments, Project
Goal 4 – Application of Information Technology	Objectives 1 and 2	
Goal 5 – Teamwork in Diverse and Multicultural Environments	Objectives 1 and 2	Project
Goal 6 – Understanding Organizational Ecosystems	Objective 1	Project
Goal 7 (a) – Discipline Specific Knowledge and Understanding	Objectives 1, 2 and 3	All Instruments
Goal 7 (b) – Understanding the “science” behind the decision-making process	Objectives 1, 2 and 3	Assignments, Project



Lahore University of Management Sciences

GRADING BREAKUP AND POLICY

Source	% of Total
Attendance & Class Participation	10
Quizzes	20
Mid Term Examination/Timed Essay	30
Group Presentation	20
Final Examination	20
Total	100

Communication:

- TA is your first point of contact. Please book an appointment or visit during office hours.
- All course related communication (syllabus sharing, assignments, announcements and reading or session related updates etc) will be available at LMS (lms.lums.edu.pk).
- Please make sure to check the “Announcements” section on LMS before every class.
- Please be professional in terms of communication with TA and instructor. Informal emails will not be responded to.
- Your emails will be replied within 24 hours on working days and 48-72 hours during weekends and holidays. Please account for these response times when asking questions related to assignments with upcoming deadlines.

Quiz(es):

- Quizzes CAN BE unannounced and will serve as reading spot checks.
- Make up quizzes will only be offered to absentees with proper medical documentation.

Class Participation:

- CP is graded between 0-5 points each day for each student, points are given on a quantitative as well as qualitative basis.
- Failure to make good CP in response to a “cold call” results in negative marking.

Timed Essay:

- You will be required to write a timed essay on one of the given topics/questions. You will be given 45 minutes to complete your essay. Further information will be provided near the time.

Presentation:

- You will be marked as a group (not individually) for the quality of your presentation according to the marking criteria. You will be assigned presentation groups in your class.

Attendance Policy:

- Please be punctual and be in the class before the session starts to avoid disturbance. Students coming late might be marked as absent.
- During the semester, students may be absent for one or two sessions due to various reasons such as family commitments, interviews, feeling unwell, or clashes during the add/drop period.
- You will lose one percentage point each from the overall course grade for the 5th and 6th absence, two percentage points each for 7th, 8th and 9th absence and 3 percentage points for any further absences.
- Having more than 10 absences in the course usually results in an F grade.



Lahore University of Management Sciences

EXAMINATION DETAIL	
Midterm Exam	Yes/No: Yes Combine / Separate: Separate Duration: 45 minutes Preferred Date: TBA Exam Specifications: TBA
Final Exam	Yes/No: Yes Combine / Separate: Separate Duration: 45 minutes Preferred Date: TBA Exam Specifications: TBA

COURSE OVERVIEW			
LECTURE	TOPICS	ASSIGNED READINGS	OBJECTIVES/ APPLICATION
Foundations of Management			
1.	Introduction to the Course	Appendix A/PPT	Introduction to management functions and key elements of the new competitive environment.
2.	The Evolution of Management Management theories	Chapter 1/PPT	Introduction to the classical and contemporary management approaches and their influences.
3.	The External Environment	Chapter 2 (Stop reading before "Internal Environment" section)	Understanding how environmental forces influence organizations and managerial decision making.
4.	Managerial Decision Making - 1	Chapter 3A	Introduction to the stages of decision making.
5.	Managerial Decision Making – 2	Chapter 3B	Understating group and organizational decision making
6.	Class activity		
Planning: Delivering Strategic Value			
7.	Planning	Chapter 4A	Understanding the planning process and the alignment of tactical, operational and strategic planning.
8.	Strategic Management	Chapter 4B	Introduction to strategic planning and its effective implementation.
9.	Review of Essential Concepts in Management	Atlas Black/Chapter 7	Understanding entrepreneurship – success and challenges.



Lahore University of Management Sciences

10.	Ethics and Corporate Responsibility	Chapter 5	Understanding different ethical perspectives and their influence on managerial decision making and corporate responsibility.
Organizing: Building a Dynamic Organization			
11.	Organization Structure	Chapter 8 (Stop reading after “Network Organization” section)	Introduction to different types of organization structures.
12.	Managing Communication	Chapter 15/PPT	Understanding different types of communication and their importance
13.	Managerial Control	Chapter 16 (Skip Budgetary Controls)	Introduction to various managerial control strategies.
14.	Managing Technology and Innovation	Chapter 17 (Skip Organizing for Innovation)	How to manage in the continuously changing technological environment.
15.	Mid Term Exam (Syllabus: Readings from Session 1 to 13)		
16.	Activity related to Group Presentation		
Mobilizing People			
17.	Human Resource Management – 1	Chapter 10A	Introduction to the concept of line and staff manager.
18.	Human Resource Management – 2	Chapter 10 B	Introduction to the basic functions of HRM.
19.	Guest Speaker Session: Human Resource Management in Pakistan Guest Speaker: TBA		
20.	Leadership – 1	Chapter 12 (Stop before theories of situational leadership)	Introduction to various Leadership theories and their application.
21.	Leadership – 2	Chapter 12 (Entire Chapter)	Introduction to various Leadership theories and their application.
Special Topics in Management			
22.	Gender equality at workplace	LMS	Introduction to gender segregation theories
23.	Diversity Management	LMS	Understanding the key aspects of diversity management
24.	Class activity: Diversity in Organizations		Diversity management
25.	An overview of management in different sectors	LMS	Brief overview of management in NGOs, profit organizations and family businesses
26.	Group Presentations	-	
27.	Group Presentations	-	



Lahore University of Management Sciences

28.	Group Presentations	-	
	Final Exam (Readings from Session 14 to the end)		

TEXTBOOK(S)/SUPPLEMENTARY READINGS

Bateman, Thomas S. and Snell, Scott A., 10th edition (2012), "Management: Leading and Collaborating in a Competitive World", New Delhi, Tata McGraw-Hill Publishing.