



BUSMGT 711: Managing People and Organisations (15 points)

Quarter 2 2017 (1174)

Course Prescription

Focuses on the foundations of organisational behaviour and managing within the workplace. Examines the challenges that managers and leaders face in managing people and organisations.

Goals of the Course

The course introduces students to the theory and practice of management, within a multidisciplinary business simulation. The emphasis is on understanding the people management issues students are likely to encounter in an organisational context in the pursuit of sustained individual, team and organisational performance.

In particular, the course challenges students to:

- understand relevant theories of management, and apply these in practice;
- gain an appreciation of the complexity of managing people in organisations;
- develop reflective skills that integrate theory and management action; and
- use theory as an analytical tool to make sense of complex organisational problems.

This course is designed to familiarise students with the role of a manager with the aim of enabling graduates to perform effectively when they join the workforce as manager or employee. The course is designed to build the interpersonal and communication skills students will need to operate in high-pressure, competitive environments. The course will develop the capabilities that junior managers need to succeed in diverse workplace teams and within international contexts.

A primary element of the course is a business simulation called 'MikesBikes.' This is an advanced, integrated, multi-disciplinary simulation wherein students make design (R&D), marketing, finance, operations and human resource decisions in virtual bicycle companies, in competition with other student-led teams. Company performance, e.g., total shareholder value, is reported weekly and most student assessments revolve around the simulation.

Learning Outcomes

By the end of this course it is expected that the student will be able to:

1. analyse individual and team behaviours from one or more theoretical perspectives;
2. apply multiple perspectives when analysing management problems;
3. critically review literature pertaining to managing people in organisations;
4. work effectively in inter-disciplinary teams;
5. demonstrate skills in self-management and reflection; and
6. apply professional written and oral communication skills.

Content Outline

Week 1	Introduction – What is management? Getting started
Week 2	Groups and teams
Week 3	Management theories: Past, present, future
Week 4	Motivation
Week 5	Communication and connectivity
Week 6	Decision making
Week 7	Organisational culture and leadership
Week 8	Corporate Communication
Week 9	Structure and control
Week 10	Reflections on integrated learning

Learning and Teaching

The class will meet for approximately five and a half hours per week, beginning with a one and a half hour plenary lecture, followed by a two- hour tutorial session. There will also be a two-hour TBL session each week.

Students are expected to read required materials prior to class, attend all classes, and participate in class discussions. Class time will be used for a combination of lectures,

individual and team tests, applied discussions of case studies and/or current events or cases in management. In addition to reading and preparation for assignments, students should be prepared to spend about five (5) or more hours per week on the business simulation. In total, the course requires at least ten (10) hours per week outside of class lectures, tutorials and team-based learning labs.

Teaching Staff

Darl Kolb, Professor, Graduate School of Management

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Learning Resources

Required text:

McWilliams, A. & Williams, C. (2014). *MGMT, Second/Third Edition Asia-Pacific*. Melbourne: Cengage. Other course resources may be found on the Library course page.

Required Software: *MikesBikes* simulation software, [**www.smartsims.com**](http://www.smartsims.com)

Assessment

Business Simulation	35%
-Single Player Individual Result	5%
-Team Brand Identity Pitch	5%
-Board Meeting	10%
-Final Presentation	10%
-Final Shareholder Value	5%
Mid Term Test (out of class/evening)	25%
Essay 1 (750 words)	15%
Essay 2 (1500 words)	25%
Total	100%

The relationship between these assessments and course learning outcomes is:

Learning Outcome	Team Exercises	Test	Essays	Business Simulation		
				Board meetings	Team Presentations	Sim score
1	X	X	X		X	
2	X	X	X		X	
3	X	X	X			
4	X			X	X	X
5			X	X	X	X
6	X	X	X	X	X	

Inclusive Learning

Students are urged to privately discuss any impairment-related requirements in person and/or in written form with the course convenor/lecturer and/or tutor.

Student Feedback

We regularly seek feedback from students in order to shape and improve this and all courses on the programme. Students will be asked to complete formative fast feedback early in the quarter, and course and teaching evaluations at the end of the course. In addition, each course will seek volunteers to serve as class reps.

Cheating and Plagiarism

The University of Auckland regards cheating as a serious academic offence.

Plagiarism is a form of cheating. In coursework assignments submitted for marking, plagiarism can occur if you use the work and ideas of others without explicit acknowledgment. Work can be plagiarised from many sources, including books, journal articles, the internet, and other students' assignments. A student's assessed work may be reviewed against electronic source material using computerised detection mechanisms. Upon reasonable request, students may be required to provide an electronic version of their work for computerised review.

The way of avoiding plagiarism is to reference your work properly. If you are in doubt about how to reference properly, ask someone – your lecturers, tutors and the Student Learning Centre are good places to start. Please refer to the following website for further information about academic referencing: www.cite.auckland.ac.nz/

The document *Guidelines: Conduct of Coursework* provides further advice on how to avoid plagiarism. It can be found at: www.business.auckland.ac.nz/conductcoursework

The penalties for plagiarism can be severe, including losing some or all of the marks for the assignment. Major offences can be sent to the University's Discipline Committee, where further penalties can be imposed.

Third Party Assistance with Coursework

While you are encouraged to improve your coursework writing skills and are permitted to seek assistance from third parties, you are advised that there are important limits on the amount and type of assistance that can be given to you in completing your assignments, including group work. Third parties include fellow students, reading groups, friends, parents, SLC tutors, and paid-for professional editing services.

There is a set of guidelines which clearly indicates the type of advice and assistance that can be given. If you are seeking the assistance of any third party you are required to give a copy of the guidelines to the person prior to them helping or assisting you.

You are also required to only seek and accept help using a printed version of your work, not an electronic version. You must keep a copy of this printed version and produce it if required.

A copy of the guidelines is available

at: www.business.auckland.ac.nz/thirdpartyassistance

Help with Academic Referencing

Acknowledgement of sources is an important aspect of academic writing. The University's Referen@ite website www.cite.auckland.ac.nz provides students with a one-stop online resource for academic referencing needs. Referen@ite explains the essentials of referencing and how to avoid plagiarism. It also includes practical tools to help students reference correctly, use references effectively in writing, and gives fast access to some major reference formats with examples.

Assignment Submission

All assignments for this course should be submitted through the Assignments section of these course webpages, after going through the standard review process. This process is as follows:

1. assignment draft is run through Grammarly
2. Grammarly report and assignment draft are submitted to the assignment draft point for language, grammar and structure review and feedback by the Business Communication team, and for originality checking. This draft point will close no later than 24 hours before the assignment submission deadline
3. final assignment, which incorporates the Business Communication team feedback on language and originality, is submitted to the final submission point

The draft and final submission points can be found in the Assignments section of these webpages.

In the event of an unexpected disruption

We undertake to maintain the continuity and standard of teaching and learning in all your courses throughout the year. If there are unexpected disruptions, the University has contingency plans to ensure that access to your course continues and your assessment is fair, and not compromised. Some adjustments may need to be made in emergencies. In the event of a disruption, the University and your course coordinators will make every effort to provide you with up to date information via Canvas and the University website.

Late Submissions and Special Consideration

For any queries about the programme policies around the late submission of assignments, or for special consideration or aegrotat processes, please contact the Programme Manager.