



Course Outline 2017
BUSADMIN 771: Managing People and Organisations (15 points)
Quarter 1 (1172)

Course Prescription

The theory and practice of organising, managing, and leading within the workplace and the implications for both business efficiency and effectiveness.

Programme and Course Advice

Restriction: BUSADMIN 761

Goals of the Course

- To understand foundations of organisational behaviour, organisational theory and management studies and be able to apply these in practical settings.
- To explore the implications and impact of new technologies in and around organisations
- To gain an appreciation of the power of applying multiple perspectives on organisational life.
- To develop reflective skills to integrate theory with action in management.
- To use theory and frame analysis as analytical tools in practice.

Learning Outcomes

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

1. analyse workplace behaviours from multiple theoretical perspectives/frames;
2. apply theory to a range of organisational problems;
3. demonstrate knowledge of the literature pertaining to the behaviour of people in organisations.

Content Outline

Module 1	–	Introduction and Course Overview Structural Frame Managing Teams
Module 2	–	Human Resource Frame
Module 3	–	Symbolic Frame Reframing Leadership
Module 4	–	Political Frame Reframing Organisational Change
Module 5	–	Course Challenge: Finding NZ's 'Most Future-focused Workplace'

Learning and Teaching

This course will utilize a blend of instructional methods and media to encourage both an intellectual understanding and a personal sense of the subject matter. These will include lectures, readings, discussions, case studies, student presentations, films and experiential exercises. The goal will be to use class time to maximum effect. Your contribution towards achieving this goal will be to complete the assigned reading before each class and to ensure that you are in class and ready to learn every course session.

Teaching Staff

Dr. Darl G. Kolb, Professor

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Learning Resources

The required textbooks for this course are:

Brynjolfsson, E. & McAfee, A. (2014). *The Second Machine Age: Work, progress, and prosperity in an age of brilliant technologies*. New York: W. W. Norton. This text is the foundation reading for Essay 1.

Bolman, L.G. & Deal, T.E. (2013). *Reframing Organizations (5th Edition)*. San Francisco, CA Jossey-Bass. (both available from University Bookstore and other outlets, including Amazon.com, Fish Pond, etc.). This text provides the basic logic that underpins the course and as such provides the foundation reading for most assessments.

Required Articles:

Case studies and academic articles and references will be made available on-line prior to class meetings. In some circumstances, materials will be distributed in class.

Assessment

Assessment 1: Class Participation/Discussion	5%
Assessment 2 Frame Presentation	10%
Assessment 3 - Essay 1: Impact of New Technologies	25%
Assessment 4: Group Project: 'Future-focused Workplace'	20%
Assessment 5 - Essay 2: Organisational Reframing	40%
Total	100%

Further details on these assessments will be provided on Canvas and during lectures.

The broad relationship between these assessments and the core learning outcomes is as follows:

Learning Outcome	Assignment 1	Assignment 2	Assignment 3	Assignment 4	Assignment 5
1	X				X
2	X	X	X	X	X
3	X	X	X	X	X

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.