**Syllabus**

**18PDH102T- Management Principles for Engineers**

UNIT I

Course Introduction- Organization- Management- Role of managers- Evolution of management thought- Organization and the environmental factors.

UNIT II

Information and decision making - Information technology and the new workplace -  Information and decision making - The decision‐making process - Planning - Importance of planning  -  The planning process - Types of plans used by - Planning tools, techniques and processes

UNIT III

 Organisational control - Types of controls - Motivation theories of motivation -

Leading Traits of an ethical leader - The nature of leadership - Leadership traits and behaviours - Issues in leadership development – Organising - Organising as a management function - Traditional organisation structures - Essentials of organisational design - Contingencies in organisational design.

UNIT IV

Strategic management - Sustainable strategic competitiveness - Strategic management goals - The strategic management process - Strategies used by organisations - Strategy formulation - Strategy implementation .

UNIT V

People Management - Diversity and the importance of people - Attracting a quality workforce - The recruiting process - Developing a quality workforce - Environment and diversity - Environment and competitive advantage - Internal environment and organisational culture - Leadership and organisational culture . Ethics - Cultural issues in ethical behaviour - Ethics in the workplace - Ethical dilemma

**TEXT BOOKS:**

Schermerhorn, J.R., Introduction to Management, 13th Edition. Wiley; 2017

Harold Koontz and Heinz Weihrich, Essentials of management: An International & Leadership Perspective, 10th edition, Tata McGraw -Hill Education, 2015.

**REFERENCES:**

Stephen Robbins and Mary Coulter, Fundamentals of Management , 9th edition , Pearson Education India; 2016

Samuel C. Certo and Tervis Certo, Modern management: concepts and skills, Pearson

education, 12th edition, 2012.

Charles W. L. Hill and‎ Steven Mcshane, Principles of Management McGraw Hill Education; Special Indian Edition, 2017

**Lesson Plan**

UNIT 1.

Hour Topic

1 Organization- The Individual and the Organization

2. Management- Primary Functions of Management

3 Role of management in organization-

Advantages of Managing People Well

4 Types of Managers- Role of managers

5 Management Thought Management Roles

6. Environmental Factors- Internal and External Factors

UNIT 2.

Hour Topic

7 Information technology and the new workplace

Precautious Measures

8. Information and decision making

Styles of Decision Making

9. The decision‐making process

Barriers to Individual Decision Making

10. Planning

Planning and Mission

11. The planning process

The Planning Cycle

12. Tools, techniques and processes

Putting It Together: Planning and Mission

UNIT 3.

Hour Topic

13 Organisational control

Control in the Business Setting

14 Motivation

Importance of Employee Motivation

15 Leadership

Effective Leader

16 Organising

Purpose of Organization

17 organisational design

Common Organizational Structures

18 Factors Impacting Organizational Design

Contingencies

UNIT 4.

Hour Topic

19 Strategic management

Role of Strategy in Management

20 Evaluating the Business Environment

Common Frameworks for Situational Analysis

21. Goals and Process

strategic competitiveness

22. Different Strategies

Stages and Types of Strategy

23. Strategy formulation

Bridging the Gaps

24. Strategy implementation

Overcoming Hindrances

UNIT 5.

Hour Topic

25 People Management

Importance of people

26. Attracting a Quality Workforce

Recruiting process

27. Employee Diversity

Conflict Management

28. Organisational Culture

Influences on Organizational Culture

29. Initiating and Fostering Cultural Change

Putting It Together: Culture and Diversity

30. Ethics

Cultural Issues