MGMT 2721
MANAGING PEOPLE

COURSE OUTLINE
SESSION 1, 2006
Dear students,

Welcome to MGMT 2721 Managing People. I hope that you will enjoy this course and learn much about (among other things) management, organisational behaviour and employment relationships. Subjects such as these are important in modern organisations and I aim to highlight their practical applications.

Please take the time to read through this Course Outline*, which includes information relating to your assessments, classes and how to make get the most out of your reading. If you have any questions relating to this course, then please feel free to contact me.

See you in Session One 2006.

Sam Kovacevic

* Many thanks to Dr Diane Fields and Dr Peter Sheldon for their assistance in the preparation of this outline.
Communication with Staff
In order to develop a fuller understanding of the demands of this course, students are encouraged to make use of consultation times, which will be confirmed in the first weeks of the session. It would be appreciated if correspondence by e-mail is clear and specific. This ensures that the most appropriate advice is returned in a timely and efficient manner.

INFORMATION ABOUT THE COURSE
Please note that Managing People cannot be undertaken by students majoring in HRM or students in the Faculty of Commerce.

Teaching times and Locations

<table>
<thead>
<tr>
<th>Lecture</th>
<th>Wednesday 14.00 – 16.00</th>
<th>CivEng 713</th>
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<tbody>
<tr>
<td>Tutorial 1</td>
<td>Wednesday 10.00 – 11.00</td>
<td>Gold G05</td>
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<tr>
<td>Tutorial 2</td>
<td>Wednesday 11.00 – 12.00</td>
<td>OMB 229</td>
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<tr>
<td>Tutorial 3</td>
<td>Wednesday 12.00 – 13.00</td>
<td>Gold G03</td>
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Units of Credit
MGMT 2721 constitutes 6 Units of Credit.

Approach to learning and teaching
The course is structured around one two-hour lecture and one one-hour tutorial per week. Concepts are introduced and described generally in the lectures and are discussed and analysed in greater depth in the corresponding tutorials. Readings and activities are prescribed for every week of the course and students are required to complete them before the tutorials in order to develop deeper insights throughout the session.

Prescribed text
The prescribed text for this course can be purchased at the University Bookshop. Buchanan, David and Huczynski, Andrzej (2004) Organisational Behaviour. An Introductory Text, fifth edition, Prentice Hall, Harlow

As you will see, this course draws from a variety of texts, because each brings different aspects to the study of management and organisational behaviour. You are advised to read the relevant material from one or more of these additional texts as preparation for the lecture and tutorial topics. Many other titles are available in the library.

Additional Texts:

In addition to these texts, students can find more up-to-date coverage of management topics in periodicals such as *Australian Business Monthly*, *Business Review Weekly*, *Fortune*, *Harvard Business Review* and *The Bulletin*. Daily coverage of topics can be found in newspapers such as *The Sydney Morning Herald*, *The Australian Financial Review* and *The Australian*.

In-depth academic analyses of topics covered in *Managing People* can be found in a wide variety of journals that can be accessed through the library. Journals such as those published by the Academy of Management, the *Journal of Organizational Behavior*, the *Journal of Management*, the *Journal of Management Studies*, the *European Journal of Management* and the *Journal of the Australian and New Zealand Academy of Management* will be useful for the completion of your assignments.

**Course Aims and Outcomes**

**Course Aims**

*Managing People* focuses on managing in a rapidly changing environment. Topics in this course include: leadership, decision-making and innovation; power, legitimacy, and the socialisation process; the structure and design of organisations, organisation and domination, the evolution of ethical awareness; intergroup conflict and conflict resolution; skills of managing - communication, negotiation, coaching and objectives setting; organisational culture and transformation.

The course aims to:
1. introduce students to a range of concepts and issues which are crucial to the understanding of the management of people in organisations;
2. develop insights into the skills that are central to management practice; and
3. develop a critical framework in order to relate the concepts to the broader social and industrial context in which organisations must operate.

**Student Learning Outcomes**

By the end of this course, you should be able to:
1. recognise the different forms of organisation and its relationships with the environment;
2. discuss the implications of the differences and relationships for managerial decision-making;
3. apply your understanding of organisations to employment relations;
4. critically analyse the frameworks used to describe organisational phenomena;
5. formulate an understanding of the interrelationships between the organisation, management and employees; and
6. evaluate the efficacy of these interrelationships in contemporary, societal and international contexts. ...

LEARNING ASSESSMENT
Formal Requirements
In order to qualify for a pass in MGMT 2721 Managing People, you must meet these two conditions:
- achieve a composite mark of at least 50%; and
- satisfactory completion of all assessment tasks.

Assessment Details
Four assessments will be conducted in MGMT 2721. Briefly, they are:

1. Article Review 750 words due March 31, 2006 15%
2. Major Essay 2500 words due May 26, 2006 35%
3. Class Contribution 10%
4. Examination June – July, 2006 40%

Assignment Format
Students are encouraged to obtain a copy of the Essay and Assignment Guide compiled by Dr Sarah Gregson in order to be familiar with the expectations of written work in this course. The Guide offers excellent practical advice for preparing work for assessment. Again, this is available from the ‘Current Students’ page.

For written assessments, students will be expected to demonstrate an ability to read further than the prescribed readings and to use research-based work published in academic journals. The submissions are expected to follow traditional academic referencing styles (Harvard style is preferred) and to have clear structures.

Plagiarism in any form is unacceptable and subject to disciplinary action. An explanation of what constitutes plagiarism is found in section 6.

STUDENT RESOURCES
Course Resources
This Course Outline acts as a brief introduction to Managing People. Over the duration of the Session, you will use a variety of resources to help you get through the subject.

Naturally, there is the prescribed text and related readings, which were outlined in section 2. A number of handouts will be distributed throughout the Session, some directly related to your assessments.

The School has a number of useful resources that are accessible through the library’s web site. Links to references and databases can be found by going to http://info.library.unsw.edu.au/sshl/guides/indubeha/behakey.html
Other Resources, Support and Information
The University and the Faculty provide a wide range of support services for students, including:

- **Learning and study support**
  - FCE Education Development Unit (http://education.fce.unsw.edu.au)
  - UNSW Learning Centre (http://www.lc.unsw.edu.au)
  - EdTec – WebCT information (http://www.edtec.unsw.edu.au)

- **Counselling support** - http://www.counselling.unsw.edu.au

- **Library training and support services** - http://info.library.unsw.edu.au

- **Disability Support Services** – Those students who have a disability that requires some adjustment in their teaching or learning environment are encouraged to discuss their study needs with the Course Coordinator or the Equity Officer (http://www.equity.unsw.edu.au/disabil.html). Early notification is essential to enable any necessary adjustments to be made.

In addition, it is important that all students are familiar with University policies and procedures in relation to such issues as:

- **Examination procedures** and advice concerning illness or misadventure https://my.unsw.edu.au/student/academiclife/assessment/examinations/examinationrules.html