

Course Title

MGMT 5100 Managing People and Organizations

Course Credit

0.5 Credits

Prerequisites

Enrollment in the MBA program in the Sprott School of Business or permission of the School. The School of Business enforces all prerequisites.

Course Description

Organizations and the relationships that define them. Theories, concepts, and experiential exercises help students understand their own values, attitudes, and goals and those of others how to motivate, communicate, teach, and lead others; and how to apply these concepts to improving personal and organizational performance.

Course Rationale

This course is designed to allow you to explore the connection between individual, group, and organizational factors that impact managing people in organizations. Modules 1, 2, and 3 are the foundation for the course and are devoted to a material designed to increase your self-awareness and help you understand why you and others behave as you do in organizations and groups. The focus is on the individual and the interpersonal skills needed to be a good manager (i.e., a discussion is at the "micro" level). The topics to be covered (psychological contract, learning, perception, motivation, personality, communication skills) are the practical skills all managers should possess; you can begin to apply them immediately at work and home.

In modules 4, 5, 6, and 7 the focus transitions from the individual to relationships between individuals within the organization and between different organizational units (i.e., a discussion is at the "macro" level). Topics covered in this half of the course all relate to organizational effectiveness – creativity, leadership, organizational design, teamwork, negotiation, culture, conflict, and decision-making. The focus here is on organizational processes and inter-relationships that have been linked with performance and success. When you have finished this course, you should know yourself better, have better people skills, and have an increased awareness of how to evaluate the effectiveness of organizational structures and processes.

Course Objectives

At the end of this course, students will be able to:

demonstrate self-awareness in interpersonal situations

analyze behavior in organizations using theory and case studies

evaluate the effectiveness of actions in different managerial situations

develop a larger repertoire of managerial behaviors or skills

Materials

Textbook

Organizational Behavior: An Experiential Approach, 8th Edition by Osland, Kolb, Rubin and Turner. Prentice Hall, 2007

Other Resources

Posted on the course website

Grading and Evaluation

Activity Type	Weekly Point Value (x 7 modules)	Percent of Total Grade
MPO Challenge Discussion Posts	2%	14%
MPO Insight Discussion Posts	2%	14%
Module Review Quizzes	2%	14%
Self-Awareness Assignment 1	N/A	14%
Test 1	N/A	12%
Test 2	N/A	12%
Final Coaching Project	N/A	20%
Total Possible Points		100 %

sample