

MODULE DESCRIPTOR

MODULE TITLE	Management and Organisations		
MODULE CODE	MD4015 (L7)	CREDIT VALUE	10 / 5 ECTS
SCHOOL	SCHOOL OF BUSINESS AND MANAGEMENT		

MODULE AIMS

The module aims to allow students to appraise critically the concept of management and to challenge the assumptions which underpin the rational and technical model of management prevalent in contributions to management theory.

The module also aims to develop skills of critical thinking and analysis.

MODULE CONTENT

Part 1

Studying Management and Organizations:

- Developing skills of critical analysis;
- Perspectives for organizational analysis: unitary, pluralist, radical;
- Management ideology and managerialism;
- Critical perspectives on management.

Students will be encouraged to reflect on the role that managers have in contemporary organizations as well as the significance and impact of management in wider society. This part of the module will lay the conceptual underpinnings for the module and the critical framework which will be the basis of analysis of the following content.

Part 2

Contributions to management theory:

- Classical management theory;
- Bureaucracy and Scientific management;
- Human Relations;
- Systems and Contingency theory;
- Management consultants.

This section will trace the development of management theory by considering key contributors to the field. As stated above, a critical approach will be taken which allows consideration of the unintended consequences of the application of management solutions. Students will be expected to look beyond the normative dimension of management theory and question the assumptions of rationality and neutrality inherent in mainstream management theory.

Part 3

Themes in organizational analysis:

- Motivation;
- Power and Control;
- Leadership;
- Organizational Culture;
- The international dimension, ethics and sustainability
- Reflective Practice.

The above is indicative of some of the perennial issues facing practicing managers and this section of the module will consider main contributions to this debates as well as offering critical evaluation as outlined previously.

INTENDED LEARNING OUTCOMES

On successful completion of this module a student will be able to:	
1.	Critically evaluate the concept of management in contemporary capitalism
2.	Critically evaluate the main contributions to management theory;
3.	Evaluate contemporary themes in management theory;
4.	Understand alternative perspectives for organizational analysis and reflect critically on the role of management in organizations.

TEACHING METHODS

LEARNING, TEACHING AND ASSESSMENT STRATEGY

The module is designed to allow students to critically evaluate the role of management in organisations and to appraise many key contributions to management theory and practice. To these ends, the approach to learning and teaching will through lectures and class discussions of the content. Students will be given additional reading materials and a comprehensive reading list to support their individual learning. Students will be expected to participate in class discussions around module content and will be encouraged to draw on their own experience as managers and being managed.

The assessment has been designed to allow students to explore some of the key assumptions which underpin mainstream management theory contributions and to evaluate the efficacy of these assumptions in management practice. Students will be expected to consider alternative perspectives for organizational analysis in order to develop skills in critical evaluation. Additional support for critical analysis and academic writing will be given in extra workshops.

The module will develop generic skills of evaluation and critical analysis which can be applied in other modules but also more generally in management practice.

ASSESSMENT METHODS

This module is assessed through a critical essay and an examination.