



COURSE DESCRIPTOR

Managing People in Changing Contexts, advanced

Managing People in Changing Contexts, avancerad nivå

7,5 ECTS credit points (7,5 högskolepoäng)

Course code: FE2418

Educational level: Advanced level

Course level: D

Field of education: Social sciences

Subject area: Business administration

Version: 1

Applies from: 2008-01-21

Approved: 2007-12-04

1 Course title and credit points

The course is titled Managing People in Changing Contexts, advanced/Managing People in Changing Contexts, avancerad nivå and awards 7,5 credit points. One credit point (högskolepoäng) corresponds to one credit point in the European Credit Transfer System (ECTS).

2 Decision and approval

This course is established by The Education Committee of the School of Management 2007-12-04. The course descriptor is approved by The Education Committee of the School of Management and applies from 2008-01-21.

3 Objectives

The aim of this course is for the students to provide themselves with an advanced understanding of the role of managers in managing people, arguably the most important asset of an organization. The course is based on a model that describes how managers have to manage at different levels and in changing contexts. Thus managers have to manage themselves and their careers, manage the individual-organizational linkage, and manage and design organizations. They also have to manage in the changing international, corporate, knowledge and technology contexts. Finally they have to manage individual and organizational change in these dynamic contexts.

4 Content

The course comprises the following elements;

- The nature of management and the role of managers in people management
- The concepts of psychological contracts, commitment, identification and ownership
- The problems of talent management, work performance, work-life balance and workaholism
- Organizational design
- The role of national cultures and institutions

- The corporate context and the links between corporate reputations, branding and people management
- The role of knowledge and technology
- Managing change

5 Aims and learning outcomes

On completion of the course the student will:

- Understand the key issues in organizational change and the management of change from the perspective of senior and middle managers and employees
- Understand the role played by people management in the process of managing organizational change and be able to evaluate the strengths and weaknesses of various approaches and techniques.
- Understand how effective management and leadership relates to other key business functions
- Be able to use some of the key ideas and techniques as practical tools for the design and change of organizations.

6 Generic skills

The following generic skills are trained in the course:

- Analytical skills
- Group-work

7 Learning and teaching

Teaching comprises lectures, seminar activities, group discussions, individual and group project work which will be supported by net based resources.

8 Assessment and grading

Examination of the course

Code	Module	Credit	Grade
0805	Assignment 1	3hp	U/G/VG
0815	Final course paper	4.5hp	U/G/VG

The course will be graded Fail (U), Pass (G) or Pass with Distinction (VG).

9 Course evaluation

The course coordinator is responsible for systematically gathering feedback from the students in course evaluations and making sure that the results of these feed back into the development of the course.

10 Prerequisites

Students are expected to have completed at least 90 credits in business administration or management with at least 7,5 credits in organizational behavior or human resource management on the basic level (or the equivalent).

11 Field of education and subject area

The course is part of the field of education Social sciences and is included in the subject area business administration.

12 Restrictions regarding degree

The course cannot form part of a degree with another course, the content of which completely or partly corresponds with the contents of this course.

13 Course literature and other teaching material

Selected articles and internet resources
Martin, G. (2006) Managing People and Organizations in Changing Contexts, Oxford: Butterworth

