

# IB153-15 Foundations of Management

**24/25**

**Department**

Warwick Business School

**Level**

Undergraduate Level 1

**Module leader**

Catherine Berrington

**Credit value**

15

**Module duration**

10 weeks

**Assessment**

Multiple

**Study location**

University of Warwick main campus, Coventry

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## Description

### Introductory description

This module will draw on interdisciplinary theory and research from the field of management, as well as complementary fields of psychology, sociology and economics, to introduce and consider how individuals and groups affect and are affected by organisations and the role of management in such processes. Its practical relevance lies

in developing within students the ability to deal effectively with the challenges that arise in changing work environments, as well as understand how management matters.

At the macro level, specific attention will be given to the study of organisations as social systems; the dynamics of change and survival in organisations; and the relationships between organisations and their environments. At the micro level, topics covered will include enhancing personal and organisational effectiveness, improving decision-making skills, and resolving conflicts in the workplace.

The module will examine both classic readings and more recent treatments of key topics in management. Students will be encouraged to critically engage with the literature and participate in class discussions which will include case analyses and experiential exercises.

[Module web page](#)

### Module aims

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well as complementary fields of psychology, sociology and economics, to introduce and consider how individuals and groups affect and are affected by organisations and the role of management in such processes. Its practical relevance lies

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## **Outline syllabus**

This is an indicative module outline only to give an indication of the sort of topics that may be covered. Actual sessions held may differ.

- Rational perspective of organisations
- Natural and open-systems perspectives of organisations
- The employment relationship and critical perspectives of organisations
- Management, managers and leaders
- Groups and teams
- Power and politics in organisations
- Management and ethics
- Diversity in organisations
- Future of organisations
- Module summary and assessment guidance

## **Learning outcomes**

By the end of the module, students should be able to:

- Demonstrate an understanding of the major conceptual frameworks and contemporary debates concerning management issues such as organizational culture, personality, motivation, teams and power.
- Explain, compare and critique organizational and management issues using a range of perspectives.
- Understand and critically evaluate the assumptions that underpin the theories covered on the module.

## **Indicative reading list**

There is no set textbook for this module. Nevertheless, the following textbooks complement the module well, and together provide ample support on a variety of topics approached in this module:

- Bratton, J., 2015. Introduction to work and organisational behaviour. Third edition. Basingstoke: Palgrave Macmillan.
- Buchanan, D.A. and Huczynski, A. A., 2019. Organizational behaviour. Tenth edition. Harlow, UK: Pearson Education.
- King, D. and Lawley, S., 2016. Organizational Behaviour. Second edition. Oxford: Oxford University Press.

For each lecture, a specific list of additional and more specific readings will be provided.

## Subject specific skills

Demonstrate interpersonal skills that will be useful in professional careers such as presenting arguments, critical thinking, and influencing others, as well as developing awareness of sustainability and ethical issues in how we understand and approach management

## Transferable skills

1. Analyse scenarios drawing on relevant theories and concepts.
2. Develop logical and well reasoned arguments.

## Study

### Study time

Type	Required
Lectures	10 sessions of 1 hour (7%)
Seminars	9 sessions of 1 hour (6%)
Online learning (independent)	10 sessions of 1 hour (7%)
Private study	49 hours (33%)
Assessment	72 hours (48%)
Total	150 hours

### Private study description

Independent learning

### Costs

No further costs have been identified for this module.

## Assessment

You do not need to pass all assessment components to pass the module.

### **Assessment group A1**

	<b>Weighting</b>	<b>Study time</b>
Individual Assignment	90%	65 hours
Participation	10%	7 hours

### **Assessment group R1**

	<b>Weighting</b>	<b>Study time</b>
Individual Assignment	100%	

### **Feedback on assessment**

In class and on my.wbs

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## **Availability**

### **Courses**

This module is Core optional for:

- Year 1 of UGEA-RN21 Undergraduate German and Business Studies

This module is Optional for:

- UECA-3 Undergraduate Economics 3 Year Variants
  - Year 1 of L100 Economics
  - Year 1 of L100 Economics
  - Year 1 of L100 Economics
  - Year 1 of L116 Economics and Industrial Organization
  - Year 1 of L116 Economics and Industrial Organization
- UECA-LM1D Undergraduate Economics, Politics and International Studies
  - Year 1 of LM1D Economics, Politics and International Studies
  - Year 1 of LM1D Economics, Politics and International Studies
- Year 1 of UPHA-L1CA Undergraduate Economics, Psychology and Philosophy

This module is Unusual option for:

- Year 1 of UPHA-L1CA Undergraduate Economics, Psychology and Philosophy