

IB2D7-15 Management in Practice

24/25

Department

Warwick Business School

Level

Undergraduate Level 2

Module leader

Catherine Berrington

Credit value

15

Module duration

10 weeks

Assessment

Multiple

Study location

University of Warwick main campus, Coventry

Description

Introductory description

This module is for non-WBS students and forms part of the new Business and Management pathway.

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 aims

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.

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 a solid command of the major conceptual frameworks relating to organisational analysis as it pertains to management, appreciating both its relationship to external environments, and its internal dynamics.
- Critically assess and contrast a variety of perspectives on management issues in theory and practice.
- Recognise 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. Organisational 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 advanced interpersonal skills that will be useful in professional careers such as presenting arguments, critical thinking, and influencing others, while keeping in mind sustainability and ethical concerns.

Transferable skills

1. Present a theoretically informed and conceptually nuanced analysis of timely issues when it comes to management in organisations.
2. Apply theoretical insights to real-life management cases to support better performance of related skills.

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

	Weighting	Study time
Individual Assignment	90%	65 hours
Participation	10%	7 hours

Assessment group R1

	Weighting	Study time
Individual Assignment	100%	

Feedback on assessment

In class and on my.wbs

Availability

Courses

This module is Core optional for:

- Year 2 of UPXA-F3N2 Undergraduate Physics with Business Studies

This module is Optional for:

- UECA-3 Undergraduate Economics 3 Year Variants
 - Year 2 of L100 Economics
 - Year 2 of L100 Economics
 - Year 2 of L100 Economics
- UECA-LM1D Undergraduate Economics, Politics and International Studies
 - Year 2 of LM1D Economics, Politics and International Studies
 - Year 2 of LM1D Economics, Politics and International Studies
- UPHA-L1CA Undergraduate Economics, Psychology and Philosophy
 - Year 2 of L1CA Economics, Psychology and Philosophy
 - Year 2 of L1CC Economics, Psychology and Philosophy (Behavioural Economics Pathway)
 - Year 2 of L1CD Economics, Psychology and Philosophy (Economics with Philosophy Pathway)
 - Year 2 of L1CE Economics, Psychology and Philosophy (Philosophy and Psychology

- Pathway)
 - Year 3 of L1CA Economics, Psychology and Philosophy
 - Year 3 of L1CC Economics, Psychology and Philosophy (Behavioural Economics Pathway)
 - Year 3 of L1CD Economics, Psychology and Philosophy (Economics with Philosophy Pathway)
 - Year 3 of L1CE Economics, Psychology and Philosophy (Philosophy and Psychology Pathway)
- UPHA-L1CB Undergraduate Economics, Psychology and Philosophy (with Intercalated Year)
 - Year 4 of L1CG Economics, Psychology and Philosophy (Behavioural Economics Pathway) (with Intercalated Year)
 - Year 4 of L1CH Economics, Psychology and Philosophy (Economics with Philosophy Pathway) (with Intercalated Year)
 - Year 4 of L1CJ Economics, Psychology and Philosophy (Philosophy and Psychology Pathway) (with Intercalated Year)
 - Year 4 of L1CB Economics, Psychology and Philosophy (with Intercalated Year)
 - Year 4 of L1CB Economics, Psychology and Philosophy (with Intercalated Year)

This module is Unusual option for:

- Year 3 of UPHA-L1CA Undergraduate Economics, Psychology and Philosophy
- UMDA-B990 Undergraduate Health and Medical Sciences
 - Year 2 of B990 Health and Medical Sciences
 - Year 2 of B990 Health and Medical Sciences

This module is Option list B for:

- Year 2 of UESA-HN15 BEng Engineering Business Management