

<https://courseoutline.auckland.ac.nz/dco/course/MGMT/211/1213>



Business and Economics

MGMT 211 : Understanding Organisations (15 POINTS)

2021 Semester One

Course Prescription

Explores organisations, different types and forms, and the issues that they need to consider. Questions the role and purpose of organisations within broader social systems. Begins to develop critical approaches and skills in organisational analysis.

Course Overview

MGMT 211 Understanding Organisations is a core course within the Management Major. Students will learn to examine and understand organisations from three levels of abstraction – starting at the individual level, and gradually widening to teams and the organisation as a whole. The course is designed to develop students' understanding of organisational behaviour and people management in three ways: Firstly, through understanding the major theories, theorists, and perspectives of organisational behaviour, students will be able to apply their knowledge to situations in order to analyse the causes of the situation, and to critically evaluate the effectiveness of relevant interventions and their likely outcomes. Secondly, the course develops students' academic skills thereby enabling them to construct evidence-based arguments that present their position on contemporary organisational issues. Thirdly, students should be prepared to engage in discussions and to share their ideas and interpretations of organisational issues with other learners. Ultimately, this course enables and encourages students to consider the contemporary organisational environment and to develop an informed perspective on the relevance of organisational theory within this context.

Course Requirements

Prerequisite: 15 points from BUSINESS 102, 112, 113, MGMT 101 or 30 points at Stage I in Anthropology or Sociology

Capabilities Developed in this Course

- Capability 1: Disciplinary Knowledge and Practice
- Capability 2: Critical Thinking
- Capability 3: Solution Seeking
- Capability 5: Independence and Integrity
- Capability 6: Social and Environmental Responsibilities

Learning Outcomes

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

1. Be able to select theories and perspectives appropriate to the context involved, in order to apply those theories (Capability 1 and 3)
2. Analyse situations using these theories and perspectives, both artificial and from the student's own experience, in order to predict the likely outcome of the situation (Capability 2 and 3)
3. Evaluate situations, using these theories and perspectives, in order to identify appropriate interventions (Capability 2 and 3)
4. Identify logical inconsistencies in the student's own reasoning (Capability 5.1)
5. Assess the social and ethical implications of these theories and perspectives, and be able to defend their choice of actions on these grounds (Capability 5.2 and 6)

Assessments

Assessment Type	Percentage	Classification
Essay	20%	Individual Coursework
Group project	30%	Group Coursework
Final Exam	50%	Individual Examination
3 types	100%	

Assessment Type	Learning Outcome Addressed				
	1	2	3	4	5
Essay	✓	✓	✓	✓	✓
Group project	✓	✓	✓	✓	✓
Final Exam	✓	✓	✓	✓	✓

Workload Expectations

This course is a standard [15] point course and students are expected to spend 10 hours per week involved in each 15 point course that they are enrolled in.

Delivery Mode

Student Feedback

At the end of every semester students will be invited to give feedback on the course and teaching through a tool called SET or Qualtrics. The lecturers and course co-ordinators will consider all feedback and respond with summaries and actions.

Your feedback helps teachers to improve the course and its delivery for future students.

Class Representatives in each class can take feedback to the department and faculty staff-student consultative committees.

Digital Resources

Course materials are made available in a learning and collaboration tool called Canvas which also includes reading lists and lecture recordings (where available).

Please remember that the recording of any class on a personal device requires the permission of the instructor.

Academic Integrity

The University of Auckland will not tolerate cheating, or assisting others to cheat, and views cheating in coursework as a serious academic offence. The work that a student submits for grading must be the student's own work, reflecting their learning. Where work from other sources is used, it must be properly acknowledged and referenced. This requirement also applies to sources on the internet. A student's assessed work may be reviewed against online source material using computerised detection mechanisms.

Inclusive Learning

All students are asked to discuss any impairment related requirements privately, face to face and/or in written form with the course coordinator, lecturer or tutor.

Student Disability Services also provides support for students with a wide range of impairments, both visible and invisible, to succeed and excel at the University. For more information and contact details, please visit the [Student Disability Services' website](http://disability.auckland.ac.nz) <http://disability.auckland.ac.nz>

Special Circumstances

If your ability to complete assessed coursework is affected by illness or other personal circumstances outside of your control, contact a member of teaching staff as soon as possible before the assessment is due.

If your personal circumstances significantly affect your performance, or preparation, for an exam or eligible written test, refer to the University's [aegrotat or compassionate consideration page](https://www.auckland.ac.nz/en/students/academic-information/exams-and-final-results/during-) <https://www.auckland.ac.nz/en/students/academic-information/exams-and-final-results/during->

exams/aegrotat-and-compassionate-consideration.html.

This should be done as soon as possible and no later than seven days after the affected test or exam date.

Learning Continuity

In the event of an unexpected disruption we undertake to maintain the continuity and standard of teaching and learning in all your courses throughout the year. If there are unexpected disruptions the University has contingency plans to ensure that access to your course continues and your assessment is fair, and not compromised. Some adjustments may need to be made in emergencies. You will be kept fully informed by your course co-ordinator, and if disruption occurs you should refer to the University Website for information about how to proceed.

Student Charter and Responsibilities

The Student Charter assumes and acknowledges that students are active participants in the learning process and that they have responsibilities to the institution and the international community of scholars. The University expects that students will act at all times in a way that demonstrates respect for the rights of other students and staff so that the learning environment is both safe and productive. For further information visit [Student Charter](https://www.auckland.ac.nz/en/students/forms-policies-and-guidelines/student-policies-and-guidelines/student-charter.html) <https://www.auckland.ac.nz/en/students/forms-policies-and-guidelines/student-policies-and-guidelines/student-charter.html>.

Disclaimer

Elements of this outline may be subject to change. The latest information about the course will be available for enrolled students in Canvas.

In this course you may be asked to submit your coursework assessments digitally. The University reserves the right to conduct scheduled tests and examinations for this course online or through the use of computers or other electronic devices. Where tests or examinations are conducted online remote invigilation arrangements may be used. The final decision on the completion mode for a test or examination, and remote invigilation arrangements where applicable, will be advised to students at least 10 days prior to the scheduled date of the assessment, or in the case of an examination when the examination timetable is published.