

<https://courseoutline.auckland.ac.nz/dco/course/MGMT/304/1213>



# Business and Economics

## MGMT 304 : Managing People (15 POINTS)

2021 Semester One

### Course Prescription

The impact of employment relationships on organisational performance and employee well-being. Principles of staffing, employee development, performance management, reward, diversity management, and employment negotiation.

### Course Overview

This course is about managing people in contemporary employment relationships. It deals with human resource management, which is essential to individual and organisational success. You will examine the employment relationship from both sides: that of the employer and that of the employee. The course will build your ability to explain and evaluate theory and research on employee performance and wellbeing and the links between them. Using the ability-motivation-opportunity (AMO) framework, you will advance your understanding of the major HRM processes and build your skills in how to help organisations improve them. You will learn how to apply relevant theory to the challenge of managing people in three different contexts: that of small-and-medium sized enterprises (SMEs), public sector organisations, and large, multinational companies (MNCs). You will also advance your skills in teamwork and in written and oral communication.

### Course Requirements

Prerequisite: MGMT 211 or 223

### Capabilities Developed in this Course

- Capability 1: Disciplinary Knowledge and Practice
- Capability 2: Critical Thinking
- Capability 3: Solution Seeking
- Capability 4: Communication and Engagement
- Capability 5: Independence and Integrity
- Capability 6: Social and Environmental Responsibilities

Graduate Profile: [Bachelor of Commerce](#)

## Learning Outcomes

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

1. Explain, evaluate and apply theory and research on the employment relationship and on employee performance and wellbeing in organisations. (Capability 1, 2, 3, 5.2 and 6)
2. Explain, evaluate and apply theory and research on the major HRM processes and how to improve them, including in the different contexts of SMEs, public sector organisations, and MNCs. (Capability 1, 2, 3, 5.2 and 6)
3. Demonstrate teamwork and oral presentation skills in a video format. (Capability 4.1 and 4.3)
4. Demonstrate written communication skills in an essay format. (Capability 4.2)

## Assessments

| Assessment Type | Percentage | Classification         |
|-----------------|------------|------------------------|
| Assignments     | 20%        | Group Coursework       |
| Assignments     | 30%        | Individual Coursework  |
| Final Exam      | 50%        | Individual Examination |
| 3 types         | 100%       |                        |

| Assessment Type | Learning Outcome Addressed |   |   |   |
|-----------------|----------------------------|---|---|---|
|                 | 1                          | 2 | 3 | 4 |
| Assignments     | ✓                          | ✓ | ✓ |   |
| Assignments     | ✓                          | ✓ |   | ✓ |
| 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.

For this course, you can expect 2 hours of lectures, a 1-hour workshop, and 7 hours of reading and thinking about the content and work on assignments and exam preparation.

## Delivery Mode

Campus Experience

Attendance is expected at scheduled activities.

Lectures will be available as recordings. Other learning activities will not necessarily work well as recordings.

Attendance on campus is required for the exam.

The activities for the course are scheduled as a standard weekly timetable.

### Learning Resources

**Online Readings:** The essential readings can be accessed in Canvas. Where there is a link to a journal article or book chapter, please download and read the full PDF version, which is better for the diagrams and for discussion.

Together, the key resources for the course are the online readings, the lecture slides and the lecture recordings, including the links to useful videos. These are vital to your learning and your understanding of them will make a major impact on your performance.

### 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-exams/aegrotat-and-compassionate-consideration.html) <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.