



The Beijing Center

for Chinese Studies

Managing People & Organizations

Course: MGMT 201

Term: Fall 2016

Instructor: Erming Xu

Email: emxu@ruc.edu.cn

Course Description

Contemporary Management is a comprehensive text that surveys the theoretical underpinnings of modern management thought and research. Through a variety of examples from small, medium, and large companies it shows the reader how those ideas are used by practicing managers. A hallmark of this text is its focus on the "Manager as a Person," which discusses managers as real people with their own personalities, strengths, weaknesses, opportunities, and problems.

This course provides an overview of management functions, fundamental principles of organization behavior, individual differences, motivation and leadership for beginning management majors. First, we will review the basic functions of management to provide an overview of this career. Second, we consider various topics in understanding the various influences on worker attitudes and behaviors so that you can better manage your workforce and thus guide them toward realizing organizational objectives.

Course Outcomes

This course Students need to understand, critique and apply theories in organizational behavior. It also encourages students to challenge current thinking critically in relation to their own ideas and experience, exploring alternative perspectives. Throughout, the course emphasizes how organizational behavior ideas and methods apply in practice, allowing students to gain the valuable skills and experience necessary for their future careers.

Course Requirements and Form of Assessment

During the course there will be one mid term exam and one final exam. The mid-term exam will count for 30% of the final grade. The final exam will count for 50% of the final grade. The course also requires each student to have at least one oral presentation. Class participation and oral presentation will count for 20% of the grade.

Attendance Policy

Only valid medical or family emergencies qualify as an absence, and documentation of the same must be presented to the professor no later than the next class meeting. All other absences are considered to be unexcused. Unexcused absences will affect your grade (see below).

Penalties for unexcused absences:

- 1 absence – class participation grade drops one full letter grade (example: A- to B-)
- 2 absences – class participation grade drops two full letter grades
- 3 absences – class participation grade drops three full letter grades
- 4 or more absences – class participation grade is a failing grade

Academic Honesty

Please refer to the following web link for policies on academic honesty:

[http://www.luc.edu/cas/pdfs/CAS Academic Integrity Statement December 07.pdf](http://www.luc.edu/cas/pdfs/CAS_Academic_Integrity_Statement_December_07.pdf)

Required Texts

CONTEMPORARY MANAGEMENT

Gareth R. Jones, Texas A&M University -- College Station

Jennifer M. George, Rice University

ISBN: 978-0-07-122093-4

Copyright year: 2011

Reference

Organizational Behavior and Management, 9/e

John M. Ivancevich, University of Houston

Robert Konopaske, Texas State University

Michael T. Matteson, University of Houston

ISBN: 0073530506
Copyright year: 2011

Class Schedule

Topic	Readings
1	Chapter 1, Managers and Managing
2	Chapter 3, Values, Attitudes, Emotions, and Culture: The Manager as a Person
3	Chapter 5, Managing Diverse Employees in a Multi-Cultural Environment
4	Chapter 7, Decision Making, Learning, Creativity, and Entrepreneurship
5	Chapter 8, The Manager as a Planner and Strategist
6	Chapter 10, Managing Organizational Structure and Culture
7	Mid-term Examination
8	Chapter 11, Organizational Control and Change
9	Chapter 12, Human Resource Management
10	Chapter 13, Motivation and Performance
11	Chapter 14, Leadership
12	Chapter 15, Effective Groups and Teams
13	Chapter 16, Promoting Effective Communication
14	Final Examination