

**MN1001: Organisations & Society****COMPONENT 2: PEOPLE, WORK AND ORGANISATIONS****MODULE TYPE/SEMESTER:** First Year/**Core** (20 Credits)/Semester 1**MODULES REQUIRED FOR:** **MN1002**, MN2001 and MN2002**MODULE CO-ORDINATOR:** Dr Benet Reid**CONTACT DETAILS:** Dr Benet Reid  
[bglr@st-andrews.ac.uk](mailto:bglr@st-andrews.ac.uk)**COMPONENT LECTURERS:**Prof Kevin Orr, [kmo2@st-andrews.ac.uk](mailto:kmo2@st-andrews.ac.uk)  
Prof Paul Hibbert, [ph24@st-andrews.ac.uk](mailto:ph24@st-andrews.ac.uk)  
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Dr Laurence Lasselle, [laurence.lasselle@st-andrews.ac.uk](mailto:laurence.lasselle@st-andrews.ac.uk)**AIM:**

This section of MN1001 introduces and reflects upon major perspectives that have shaped thinking about organisations from the early origins of Management Theory to the present day. It draws upon the work of Psychology and Sociology in helping us understand the nature of work and the experience of people within organisations.

**METHOD OF TEACHING & LEARNING:**

- Lectures from week 5 to week 9
- 3 Tutorials in weeks 8, 9 and 10
- Each lecturer will have office hours to deal with student enquiries.

**LEARNING OUTCOMES:**

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

- cognitive skills of critical thinking, analysis and synthesis (addressed by formative and summative assessment)
- effective problem solving and decision making (addressed through subject material and through formative and summative assessment; tutorial discussions)
- effective communication orally and in writing (addressed by subject material and through formative and summative assessment; tutorial discussions)

- effective self-management (planning and preparation for classes and assessments, working with others in tutorial discussion groups, reflection)
- learning to learn (addressed by subject material and tutorial discussion groups and reflection upon learning; cumulative nature of topics, encouragement to read widely)
- self-awareness and sensitivity to diversity (addressed by subject material; heterogeneous tutorial discussion groups and reflection upon learning)
- interpersonal skills (addressed by subject material, and through heterogeneous tutorial discussion groups; presentation and feedback of group results; reflection upon learning)

#### **INDICATIVE TOPIC OUTLINE:**

Lecture Topics could include:

- The Classical Perspective on Management
- The Human Relations Perspective
- What do managers do?
- Motivation - an introduction
- Management, Power and Control
- Misbehaviour and Resistance
- Health and Wellbeing at Work
- Organisation Theory; Culture
- Organisation Theory; Groups and Teams
- Equality, Diversity & Inclusion Organisations
- Fitting Workers to Jobs
- Unemployment & Meaning of Work

#### **ASSESSMENT:**

*Formative:* Peer and tutor feedback in class

*Summative:* A 910 word essay (50% of the overall module grade)

#### **CORE READING LIST:**

There are two activities that you need to undertake in order to complete the reading requirements for this section of the module.

First, you should read a quality daily newspaper (such as *The Guardian*, *The Times*, *The Independent*, *The Financial Times*, etc) to understand the nature of work and the experience of people within organisations. This is a task that will stand you in good stead for tutorials. Moreover, this is a habit that you should keep for the rest of your studies.

Second, you should review the texts recommended by your lecturers. All texts are indicated in the MN1001 reading list available from our library website and our Moodle page.

To encourage critical, independent thinking you should also be reviewing articles in academic journals that are available from our library website (journal examples include *Academy of Management* and *Harvard Business Review*).

*Organisation of courses may be subject to change without notice.*