MN2002 – MANAGEMENT & ANALYSIS

MANAGEMENT KALEIDOSCOPE

MODULE TYPE/SEMESTER: Second Year/Core (20 Credits)/Semester 2

PRE-REQUISITE(S): MN1001, MN1002 and MN2001

MODULES REQUIRED FOR: MN3102

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AIM:
Since the global economic crisis of 2008, there have been widespread concerns and growing disenchantment with prominent management thinking and practice. As part of the critique, there has been an urge to reconsider and recast the role and responsibilities of management and organisations towards entrepreneurial models and approaches that are more socially responsible. This module considers the shifting political and business environment for, and changing societal expectations of, management and organisations. It critically examines the overarching question: what are the options and opportunities, challenges and constraints of alternative perspectives on, and approaches to, management? To this end, the module introduces and discusses different conceptual lenses on management, examines the ideas and ideals associated with less conventional organisational approaches – such as co-operatives and community ownership – and critically explores the emergence and growth of hybrid organisational forms, such as ‘social’ enterprises.

METHOD OF TEACHING & LEARNING:
- Interactive Lectures/discussions (Thursdays and Fridays)
- Tutorials (Monday morning)
- Independent and group study
LEARNING OUTCOMES:
By the end of the module, students should be able to:

- understand, discuss and challenge the role of management and organisations within contemporary socio-political and business environments,
- explain and critically engage with alternative and hybrid organisational concepts and forms,
- comprehend and outline the opportunities and challenges of different organisational types.

The transferable skills acquired and/or developed in this module include:

- critical engagement and reflection,
- information/data gathering, analysis and synthesis,
- creative problem solving,
- independent and group learning,
- effective written and verbal communication.

INDICATIVE TOPIC OUTLINE:
The module content is subdivided into two overarching thematic clusters:

**Part 1 - Challenging Prominent Perspectives on Management**
The first section critically reflects on the changing expectations of, and discourse on, management and organisations. Drawing on insights from both critical management studies as well as popular debates, contemporary conceptualisations of capital, capitalism and growing neoliberal agendas will be examined. As part of this, less prominently discussed lenses on management will be outlined, and the changing policy and business environment for organisations with its increasingly strong focus on localism will be discussed.

**Part 2 - The ‘New’ Frontiers of Management: old idea(l)s revisited**
Reflecting the changing policy and practice landscape, the last few years have seen a renewed interest in alternative organisational forms and management styles. Examples include community ownership, co-operatives and trusts and foundations. Often lauded as ‘ground breaking’ and ‘innovative’ perspectives, they are frequently rooted in ancient ideas, ideals and practices. Exploring these organisational forms, their opportunities, benefits and challenges, constitutes the second part.

ASSESSMENT:
- Class test 30%
- Exam 70%

CORE READING LIST:
A detailed list of weekly reading and resources for this module will be available via the University of St Andrews’ online Resource List. This is accessible via [http://resourcelists.st-andrews.ac.uk/index.html](http://resourcelists.st-andrews.ac.uk/index.html)