
PRESCRIPTION: 530 ORGANISATION AND MANAGEMENT

This prescription replaces *130 Organisation and Management*.

CORE PRESCRIPTION

LEVEL	5
CREDIT	20
VERSION	1
INTRODUCED	2006
AIM	Students will understand the factors that influence management and the organisation and apply a range of factors.
PREREQUISITES	Nil

ASSESSMENT WEIGHTINGS

Learning outcomes	Assessment weighting %
1. Students will identify the purpose of organisations and management.	8
2. Students will understand the importance of the development of management philosophies and their influence on current management practices.	6
3. Students will demonstrate their understanding of the influence of environments on organisational behaviour, by applying knowledge to a typical situation.	10
4. Students will understand the importance of ethics and social responsibility within an organisation.	15
5. Students will understand the elements of problem solving and apply a range of techniques that aid operational decision making.	8
6. Students will understand the purpose of planning and control and apply processes to a given situation.	15
7. Students will discuss two organisational structures, evaluate and recommend a structure for a given situation.	10
8. Students will understand and apply knowledge of leadership, motivation and delegation.	18
9. Students will understand team dynamics and how teams can influence the organisation.	10
TOTAL	100

All learning outcomes must be evidenced; a 10% aggregate variance is allowed.

ASSESSMENT NOTES

1. Assessment materials should reflect relevant and current legislation, standards, regulations and acknowledged good industry/business practices.
2. Learning outcome one, key element a) may include not-for-profit organisations. This prescription is intended as an introduction to all types of organisations.
3. Learning outcome five must focus on a business-related problem.

LEARNING OUTCOME ONE

Students will identify the purpose of organisations and management.

Key elements

- a) Reasons organisations are formed, one of:
 - economic
 - social
 - personal.
- b) Management, one of:
 - roles
 - functions
 - efficiency and effectiveness
 - skills and competencies.

LEARNING OUTCOME TWO

Students will understand the importance of the development of management philosophies and their influence on current management practices.

Key elements

- a) Principles of two management theorists and their influence on current management practice.

LEARNING OUTCOME THREE

Students will apply their understanding of the influence of environments on organisational behaviour.

Key elements

- a) External:
 - components/elements
 - dynamic versus stable.

- b) Internal:
 - culture:
 - dimensions of
 - learning company culture.

LEARNING OUTCOME FOUR

Students will understand the importance of ethics and social responsibility within an organisation.

Key elements

- a) Ethics:
 - personal
 - at least one established viewpoint.

- b) Social responsibility:
 - benefits to an organisation
 - disadvantages to an organisation
 - barriers that inhibit an organisation.

LEARNING OUTCOME FIVE

Students will understand the elements of problem solving and apply a range of techniques that aid operational decision making.

Key elements

- a) Stages of problem solving.

- b) Conditions under which decisions are made:
 - complexity
 - uncertainty
 - risk
 - limitations of time, money and information
 - individual
 - group.

- c) Three techniques to aid decision making.

LEARNING OUTCOME SIX

Students will understand the purpose of planning and control and apply processes to a given situation.

Key elements

- a) Planning:
 - levels
 - processes with respect to level

- objective setting
 - barriers.
- b) Control:
- cycle
 - approaches
 - types
 - barriers.

LEARNING OUTCOME SEVEN

Students will discuss two organisational structures, evaluate and recommend a structure for a given situation.

Key elements

- a) Hierarchy and departmentalisation.
- b) Alternative structures:
- advantages
 - disadvantages.
- c) Structural aspects:
- centralisation versus decentralisation
 - mechanistic versus organic
 - formal versus informal
 - span of control
 - co-ordination and control.

LEARNING OUTCOME EIGHT

Students will understand and apply knowledge of leadership, motivation and delegation.

Key elements

- a) Leadership:
- one theory
 - styles, two of:
 - autocratic
 - charismatic
 - transformational
 - transactional
 - participative
 - other.
- b) Motivation:
- one theory.
- c) Delegation:
- accountability
 - responsibility

- authority
- empowerment
- process.

LEARNING OUTCOME NINE

Students will understand team dynamics and how teams can influence the organisation.

Key elements

- a) Types:
 - informal
 - formal.
- b) Formation process.
- c) Roles:
 - team
 - individuals.
- d) Performance:
 - effective
 - dysfunctional.