
Prescription: 530 Organisations and Management

Core prescription

Level	5
Credit	20
Version	3
Aim	Students will develop knowledge and skills for management in organisations.
Prerequisites	nil

Assessment weightings

Learning outcomes	Assessment weighting %
1. Students will describe management and the purpose of organisations.	12
2. Students will understand the development of management philosophies and their influence on current management practices.	8
3. Students will use analytical tools to evaluate the impact that internal and external environments have on organisations.	15
4. Students will understand the influence of ethics and social responsibility on decision making.	10
5. Students will understand the purpose of planning and control and apply processes to a given situation.	10
6. Students will evaluate two types of organisational structures and recommend a structure for a given situation.	15
7. Students will understand and apply ways to lead and motivate individuals and teams.	15
8. Students will discuss two frameworks of change management in the context of a contemporary issue in an organisation.	15
Total	100

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

Assessment notes

1. Assessment materials must reflect relevant and current legislation, standards, regulations and acknowledged contemporary industry/business practices.
2. This prescription is intended as an introduction to all types of organisations and management within New Zealand. *Organisation* refers to a specific entity which may be – in private, public, or community and volunteer sectors; a business unit, Maori, or other special-purpose body.
3. Group work is encouraged. Any group assessment must quantify individual contribution.
4. In learning outcome three, internal environment issues cover people and systems.

Learning outcome one

Students will describe management and the purpose of organisations.

Key elements:

- a) Purpose of organisations.
- b) Management roles and skills.
- c) Problem solving and decision making in organisations.

Learning outcome two

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

Key elements:

- a) Task focus.
- b) People focus.
- c) Efficiency and effectiveness.

Learning outcome three

Students will use analytical tools to evaluate the impact that internal and external environments have on organisations.

Key elements:

- a) Internal – resource analysis and culture.
- b) External – use of models to analyse organisation's task and general external environments.
- c) The impact of environments on organisations.

Learning outcome four

Students will understand the influence of ethics and social responsibility on decision making.

Key elements:

- a) At least two conflicting viewpoints on ethical behaviour.
- b) At least two viewpoints on social responsibility.
- c) Organisational sustainability.

Learning outcome five

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

Key elements:

- a) The purpose of strategic and operational plans.
- b) Strategic and planning processes.
- c) Implementation and control.

Learning outcome six

Students will evaluate two types of organisational structures and recommend a structure for a given situation.

Key elements:

- a) Hierarchy and departmentalisation.
- b) Centralisation versus decentralisation.
- c) Mechanistic versus organic.
- d) Span of control.

Learning outcome seven

Students will understand and apply ways to lead and motivate individuals and teams.

Key elements:

- a) At least two approaches to leadership.
- b) At least two approaches to motivation.
- c) Process of delegation.

Learning outcome eight

Students will discuss two frameworks of change management in the context of a contemporary issue in an organisation.

Status information and last date for assessment for superseded versions

Process	Version	Date	Last Date for Assessment
Introduced	1	2006	31 December 2013
Review	2	December 2011	31 December 2016
Revision	3	June 2015	N/A