

ENGM 513 Managing People and Organizations

Course Description

This course provides an understanding of organizational design principles, specialization, coordination and cooperation, and the role of incentives and control. Students will examine the importance of systematic strategic planning processes typical of corporations with separate business units. The managerial importance of administrative layers and continuous feedback will also be examined.

Course Learning Outcomes

By the end of the course, students will be able to:

1. Demonstrate extensive detailed and critical of knowledge and understanding of engineering management practices
2. Apply fundamental and specialized engineering management theories to analyse and solve real-world case studies and project challenges.
3. Utilize analytical thinking and analysis techniques to effectively manage people and organization.
4. Communicate effectively in written and oral forms, adapting presentations for diverse audiences with varying engineering expertise.
5. Apply leadership skills to develop a strategic approach to managing people and organizations effectively

Learning Resources

Contemporary Strategy Analysis by Robert M. Grant; 11th Edition, Wiley, 2022.

Organizational Behavior: Improving Performance and Commitment in the Workplace by Jason A. Colquitt, Jeffery A. LePine, and Michael J. Wesson; McGraw-Hill Education.

Course Content

1. Introduction to Managing People and Organizations
2. Strategic Analysis and Organizational Goals
3. Organizational Structure and Design
4. Motivation and Performance Management
5. Cooperation, Teamwork, and Leadership
6. Team Dynamics and Collaboration
7. Organizational Culture and Change Management
8. Innovation and Strategic Adaptation
9. Global and Ethical Considerations
10. Strategic Implementation and People Management