

DESCRIPTION OF A STUDY COURSE

Course unit title	Organizational Management		
Programme	Business Administration		
Year of study	1st		
Level of course unit	Master's Study		
Course unit code	MV001		
Name of lecturer(s)	Assistant Professor Kristaps Lesinskis		
Credit points	6		
Number of ECTS credits allocated	9		
Language of instruction	Latvian or English		
Type of course unit (compulsory, optional)	Compulsory		
Semester when the course unit is delivered	1		
Mode of delivery	Face-to-face		
Aim of Course	The aim of the study course is to provide and enhance knowledge about the management of organizations and to develop skills to apply them in functioning organizations considering the internal and external environmental dimensions of the organization and the dynamic changes in them over the time.		
Preliminary knowledge	Bachelor degree		
Course contents	No	Title	
	1	Organization management basics and management tasks.	
	2	Environment of organization management.	
	3	Management by objectives.	
	4	Organizational structure and design.	
	5	Leadership and control.	
	6	Development of organization and change management.	
	7	Threats and risks in organization.	
The study course calendar	No	Topic	Type of assessment
	1	Introduction to a study course. The nature, necessity and objectives of the organization management. Types of organizations. Management tasks.	Literature discussion
	2	Stages and functions of managing the organization. Planning. Organizing. Commanding. Coordinating. Controlling.	Literature discussion
	3	The role and work of manager in the organization. Decision making.	Individual work; Individual work and the presentation

Planned learning activities and teaching methods	4	Nature of organization and its internal and external environment.	Literature discussion
	5	Organization management and economic environment. Decision making under changing economic conditions.	Group work and the presentation
	6	The objectives of the organization. Peter Drucker's Management by objectives.	Literature discussion
	7	Organizational structure and design. The role of industry specifics and management style in shaping organizational design.	Group work and the presentation
	8	Leadership and control in the organization.	Literature discussion
	9	Stages of development of organization. Change management.	Essey
	10	Risks and threats to the functioning of the organization. Identification, control and management of risks.	Literature discussion
	11	Final exam.	Test
	Assessment of learning outcomes		Distribution (%)
	Literature discussion		15%
	Individual work; Individual work and the presentation		15%
	Group work and the presentation		30%
	Essey		15%
	Test		25%
	Total (%):		100%
	Teaching methods		Student workload (h)
	Classes in the auditorium		20
	Work in the library		80
	Lecturer-led class discussion		18
	Industry representative -led discussion panel		6
	Lecturer-led Individual assignments		32
	Lecturer-led group assignments		56
	Case study		20
Terminology tests and crossword puzzles		8	
Total (h):		240	
Planned learning outcomes	No	Learning outcomes	No of prog r. stud y resul ts
	1	Understands the objectives, tasks, stages of the organization's management, as well as the role of the manager in the organization and decision making.	2, 4, 8
	2	Is able to manage an organization according to its objectives by planning, organizing, commanding, coordinating and controlling tasks.	5, 6, 7, 11, 12, 13

	3	Is able to analyze the external environment of an organization and causes for its changes, the impact of economic cycles on organization and to take appropriate respective management decisions.	1, 5, 10, 13			
	4	Is able to identify, analyze and manage risks and threats to the functioning of the organization, and is able to make appropriate management decisions for the change management.	3, 5, 6, 9, 10, 13			
Assessment methods and criteria	Learning outcomes		1	2	3	4
	Assessment methods					
	Literature discussion		•		•	•
	Individual work; Individual work and the presentation		•	•		
	Group work and the presentation			•	•	
	Essey					•
Mandatory and supplementary literature	Test		•		•	•
	1. Burrow, J.L., Kleindl, B., Becraft, M.B. (2016) Business Management, 14th edition. Cengage Learning. 2. Drucker, P.F. (2007) The Practice of Management. Revised edition. Elsevier Ltd. 3. Konopaske, R., Ivancevich J., Matteson M. (2012) Organizational Behaviour and Management, 11th edition. McGraw-Hill Education. 4. Kotter, J.P. (2012) Leading Change. Harvard Business Review Press. 5. studies.ba.lv. Moodle materials (case studies, articles, presentations, video, audio etc.)					