

UMUC Master of Business Administration AMBA 620 Sample Syllabus

AMBA 620 Managing People and Groups in the Global Workplace

Course Manager: Dr. Christina A. Hannah (channah@umuc.edu)

Course Introduction

AMBA 620 is the second 6-credit seminar in the MBA Program.

There are 10 weeks in the semester.

In fall 2008 the semester begins September 29 and ends December 7.

AMBA 620 focuses specifically on issues relevant to the management of human behavior and performance in organizations. The operating assumption is that people are an organization's most important resource.

Seminar Description

An analysis of the challenges and opportunities associated with managing people in today's dynamic and complex global marketplace. Lessons from research and practice on recruiting, developing, and retaining the talent required to build a high-performing, diverse, and competitive global workforce are examined. Development of personal, group, and cultural skills and knowledge serve as central seminar goals. Leadership and ethical decision making are important seminar competencies.

Seminar Objectives

Upon successful completion of this course, the student should be able to:

1. Identify, integrate and apply sound ideas and best practices in managing human capital in organizations.
2. Apply current knowledge and best practices related to managing a globally dispersed, diverse, and multi-cultural workforce.
3. Design and develop a plan to recruit, develop, and retain a highly effective diverse workforce.
4. Describe the issues and important practices associated with U.S. employment laws most relevant for general managers.
5. Critically evaluate the merits of a performance management system and make recommendations for improvement informed by research on best practices.
6. Identify and discuss similarities and gaps between your experiences working in geographically dispersed technology-enabled teams and the principles and best practices presented by leading scholars on this topic.
7. Apply lessons from leading research on conflict and negotiation to analyze and develop a set of recommendations for a workplace situation with which you are familiar.
8. Describe and defend a leadership approach and specific behaviors you believe will be most successful for your industry within the next 10 years.

9. Apply lessons from the study of leadership, ethics, and decision making to derive a set of well supported recommendations for an organization and leader or manager in crisis.
10. Design a plan for a significant workplace technology innovation or change, with a focus on the human factors required for success.

Seminar Contents	
Topic/Reading	Assignments
Week 1: Managing for optimal performance and commitment	Conference Activities
Week 2: Managing people in a global economy	Individual Paper
Week 3: Managing a diverse workforce	Conference Activity
Week 4: Employment law for the general manager - Overview	Conference Activity
Week 5: Improving employee performance & commitment	Individual Presentation
Week 6: Managing multicultural virtual teams	Team Project
Week 7: Power, conflict, & negotiations	Conference Activity
Week 8: Leadership	Conference Activity
Week 9: Ethical Leadership and decision making	Individual Research Paper
Week 10: Managing change	Team Project

Required Materials

You are expected to purchase the texts listed at the bookstore.
 You can order these books through the UMUC virtual bookstore
 (<http://www.umuc.edu/bookstore/bookstore.html>).