Eastern Kentucky University

Department of Management, Marketing and International Business

Syllabus for MGT 850

Leading and Managing Organizations

3 credit hours

Fall, 2013

Instructor: Allen D. Engle, Sr.
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Office Hours: Thursday 4:00-6:00

Catalogue Course Description: Advanced study of the issues and personal skills required to effectively lead and manage individuals, teams, and the organization. Topics include acquiring, energizing, and utilizing human capital in a global, competitive environment. Prerequisite: MGT 300 or MGT 821 or equivalent with a minimum grade of “B-“.


Other readings as assigned.

Student Learning Outcomes: Upon successfully completing this course students will be able to:

1) Articulate the importance of a human capital approach to employee hiring and development and how these decision processes relate to firm success.

2) Appreciate how the human capital perspective can impact their personal career and the long term success of their firm.

3) Provide an in-depth assessment of leadership processes, models and activities.

4) Understand more completely the interactions between leadership processes, national and firm culture, and firm effectiveness.

5) More critically assess their own leadership capabilities and develop a plan to enhance these capabilities.

Course Requirements: Students are required to:

1) Read the course text books, approved book assignment and any other supplemental readings as assigned.

2) Attend all classes and make meaningful, regular and systematic contributions to the group discussion appropriate to the topics at hand.
3) Research an approved topic in international/multicultural leadership or international/multicultural talentship and write up a research paper on their findings. This research report will be in the style of the American Psychological Association and contain no fewer than 25 references.

4) Present a professional presentation with power points and handouts reflecting an assigned chapter in the Northouse text. Two (more or less) students will make up a team that will be evaluated based upon the clarity, conciseness, completeness and accuracy of the presentation. The students will also relate how the issues of the chapter relate to our previous discussion on human capital and present how the topics of the chapter relate to their own personal work experiences.

5) Take one take home midterm on the Lawler text and one open note, cumulative final exam based on the material in the Lawler text and the Northouse text.

**Evaluation Methods:** The final course grade will be determined based upon the following criteria:

- In class participation and leadership: 100 pts.
- Take home midterm: 100 pts.
- Group presentation of chapter: 100 pts.
- Book report: 100 pts.
- International research paper: 100 pts.
- In class, open note final exam: 150 pts.

Total points possible: 650 pts.

Grading scale: 90% and above=A, 89-80%=B, 79-70%=C, 69-60%=D, <60%=F

**Student Progress:** Every effort will be made to return student work no more than one week after it is handed in.

**Attendance Policy:** Students are expected to attend all classes. Any missed work will be made up only with a legitimate, documented excuse. The instructor is the final judge of what a legitimate excuse is. There will be no opportunity to make up participation, pop quizzes or presentations.

**Disability Statement:** A student with a “disability” may be an individual with a physical or mental impairment that substantially limits one or more major life activities such as learning, seeing or hearing. Additionally, pregnancy or a related medical condition that causes a similar substantial limitation may also be considered a disability under the ADA. If you are registered with the Office of Services for Individuals with Disabilities, please obtain your accommodation letters from the OSID and present them to the course instructor to discuss any academic accommodations you need. If you believe you need accommodation and are not registered with the OSID, please contact the office in the

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Revised December 2008
Whitlock Building Room 361 by email at disserv@eku.edu or by telephone at (859) 622-2933. Upon individual request, this syllabus can be made available in an alternative format.

**Academic Integrity Statement:** Students are advised that EKU’s Academic Integrity policy will strictly be enforced in this course. The Academic Integrity policy is available at [www.academicintegrity.eku.edu](http://www.academicintegrity.eku.edu). Questions regarding the policy may be directed to the Office of Academic Integrity.

**Official E-mail:** An official EKU e-mail is established for each registered student, each faculty member, and each staff member. All university communications sent via e-mail will be sent to this EKU e-mail address.

**Room:** BTC 179

ENGLE 8/13
**Tentative Course Outline:**

<table>
<thead>
<tr>
<th>Week of</th>
<th>Material</th>
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<tbody>
<tr>
<td>August 22</td>
<td>Introduction and overview of course</td>
</tr>
<tr>
<td>August 29</td>
<td>Talent and Human Capital; Lawler, 1 and 2</td>
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<tr>
<td>September 5</td>
<td>Lawler 3 and 4</td>
</tr>
<tr>
<td>September 12</td>
<td>Lawler 5 and 6</td>
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<tr>
<td>September 19</td>
<td>Lawler 7 and 8</td>
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<tr>
<td><strong>September 26</strong></td>
<td>Lawler, 9 and 10; <strong>TAKE HOME MIDTERM OUT</strong></td>
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<tr>
<td>October 3</td>
<td>Transition to Leadership; Northouse (N) Ch. 1</td>
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<tr>
<td>October 10</td>
<td><strong>GRADED MIDTERMS RETURNED;</strong> Student presentations begin; N – Ch.2, N – Ch3</td>
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<tr>
<td>October 17</td>
<td>N, 4 and 5</td>
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<tr>
<td>October 24</td>
<td>N, 6 and 7</td>
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<tr>
<td>October 31</td>
<td>N, 8 and 9</td>
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<tr>
<td>November 7</td>
<td>N, 10 and 11</td>
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<tr>
<td><strong>November 14</strong></td>
<td>N, 12 and 13; <strong>BOOK REPORTS DUE</strong></td>
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<tr>
<td>November 21</td>
<td>N, 14 and 15</td>
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<tr>
<td><strong>November 28</strong></td>
<td><strong>ACADEMIC HOLIDAY</strong></td>
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<tr>
<td><strong>December 5</strong></td>
<td>Conclusions and catch up; <strong>RESEARCH PAPERS DUE</strong></td>
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<tr>
<td><strong>December 12</strong></td>
<td><strong>FINAL EXAM</strong></td>
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