



Kuwait University
College of Business Administration
Management and Marketing Department



Course Syllabus

Dr. Abdullatif Alrashdan
MGT 201 – Principles of Management
Spring 2022-2023

Lecture Time and Location:

MGT 201 / 03A : Sun Tue Thu 04:00 PM – 04:50 PM Room D1-1009

Contact Information:

Email : abdullatif.alrashdan@ku.edu.kw (This is also my *MS Teams* Account ID)

Office Hours : Thu 05:00 PM – 6:00 PM or by *email* appointment

Course Website : www.aalrashdan.com/pmgt

Course Description:

This course introduces the student to management and the important role it plays in the modern economy and how it accomplishes that. The course begins with a birds-eye view of the history of management thought and then examines the different functions of management and how they are carried in the face of the challenges of our age, from technology to globalization and societal demands.

Right now, you are being taught in an organization, and later you will work in an organization. You rely on organizations to obtain your basic life necessities (hobbies, food, activities). Organizations are often defined as collective entities oriented towards a common goal. Management involves formulating that goal and being able to help others achieve that goal. Managers need to make decisions in complex and unclear situations, which requires creativity and analytical skills. Formally, managers both formulate strategies and implement strategies. Managers need to utilize different methods to influence others to achieve their individual goals to reach a shared goal. For example, the managerial skills needed to influence individuals and teams differ. Thus, management is needed at all levels of an organization.

We will examine different aspects of how managers address their environments, people, and tasks to achieve their goals. In other words, this course will explore business management concepts, ideas, theories, and practices in organizations. You will acquire a greater understanding of basic management principles.

Course Learning Objectives (CLOs)

The college of business administration (CBA) at Kuwait University is accredited by the Association to Advance Collegiate School of Business (AACSB), which represents the highest standards of achievement worldwide for business schools. In line with maintaining such standards, each program at the CBA has developed a set of objectives that our graduates will achieve at the end of their learning experience. Therefore, the following goals are specifically mapped to MGT 201.



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At the end of this course, our graduates shall be able to:

1. **Classify** management concepts, importance, and effects.
2. **Summarize** the changes in theories about how management should behave, motivate, and control their employees.
3. **Clarify** what organizational culture is and how managers create and deal with it.
4. **Identify** the main stages of the planning process and explain its relation to company's strategy.
5. **Recognize** organizational structures and their effects on the firm.
6. **Understand** what and how organizational change effect firm performance.
7. **Understand** what leadership is and what makes an effective leader.

CLO Mapping to CBA Skill Based Competency Goals*

CLO	Competency Goal			
	Analytical	Communication	Information Technology	Business Ethics
1				
2				
3				
4				
5				
6				
7				

Type of Emphases:

- **(I)ntroduce:** Students will be introduced to the skill and their grasp of it assessed in the course.
- **(A)pply:** The course will not cover the skill. Students should have a high-level grasp of the skill and are required to apply it in the course.
- **(R)einforce:** Students should have an introductory-level grasp of the skill and the course will improve their mastery to a higher level.

My Expectations of You

The focus of the course will be applying concepts and ideas to real-world examples, primarily through our case discussions. I intend to keep lecturing to a bare minimum. For the class to work well, and for you to benefit from it, preparation for each class meeting is essential: All students are expected to arrive at class having read the assigned chapter and case, and prepared to offer and defend their recommendations. Since our class discussion forms the focus of the course, it is important that I get to know who you are as soon as possible. Please display your name card and try to sit in the same seat every session.

An important feature of MGT 201 is that it is an integrative class—I shall be expecting you to draw on the knowledge you have gained from your previous classes, and from your general knowledge of business affairs. But MGT 201 is not just about reading and analysis, it is also about ideas. Successful entrepreneurs are innovators—they seek to identify and exploit new opportunities for profit. In



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making recommendations, I shall be expecting you to generate novel, interesting, and commercially attractive ideas.

Course Materials:

Textbook: Management (14th Edition), Stephen P. Robbins & Mary Coulter. Published by Pearson.

Additional Material: Required reading materials will be provided through the course website.

Grading:

The scores in this course will be the weighted average of the following items:

Weight	Description
10%	Class Participation (Collective learning, class discussion, and class attendance)
25%	Exam 1
25%	Exam 2
40%	Final Exam
100%	TOTAL

Grade Distribution:

PERCENT	GRADE
95.00 – 100.00 %	A
90.00 – 94.99 %	A-
87.00 – 89.99 %	B+
83.00 – 86.99 %	B
80.00 – 82.99 %	B-
77.00 – 79.99 %	C+
73.00 – 76.99 %	C
70.00 – 72.99 %	C-
65.00 – 69.99 %	D+
60.00 – 64.99 %	D
≤ 59.99 %	F

Course Requirements and Policies:

“Eighty percent of success is showing up.” –Woody Allen

Collective learning and class attendance will be determined based on roll calls conducted in class. In case-method pedagogy, class attendance is critical to individual and collective learning. **My expectation is that every student arrives on time and attends every class. Absenteeism and lateness to classes throughout the semester count against the participation grade since it adversely impacts the learning experience of the section as a whole.** Anyone who cannot attend class should email me in advance if at all possible. In case we have a **collective learning activity (i.e., Case discussion or a**



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guest speaker), your attendance and lateness will count heavily for your participation grade. Your participation during any case discussions will contribute to your participation grade.

Every student in this course must abide by the Kuwait University Policy on Attendance (published in the Student Guide, Chapter 3, Section 13). A copy of the student guide can be accessed online on: http://www.kuniv.edu/cs/groups/ku/documents/ku_content/kuw055940.pdf

Class discussion: Class discussion will be assessed on the basis of your contributions to class discussion and listening. Of course, the underlying condition for class participation is attendance. I expect you to attend all sessions. Prior to class, you should thoroughly read and prepare the case for that day, including answering the study questions. Please ensure that you have used the frameworks, tools, and ideas from the readings in your analysis as appropriate. In grading class participation, I look at both the quantity and quality of contribution. With regards to quality, some of the criteria I shall apply include:

- Are the points made relevant to the discussion?
- Do they go beyond a mere recitation of case facts, and are implications clearly drawn?
- Is there evidence of analysis rather than expressions of opinions?
- Are the comments linked to those of others?
- Did the contribution further the class' understanding of the issues?
- Is the participant a good listener?
- Do comments raise interesting questions?
- In discussion, do the comments fit in the class context?
- Does the analysis make use of models and techniques from the readings or lectures?
- Are comments made in a respectful, professional, and constructive manner?

Students should not expect to receive full points for participation. Simply being present does not warrant full credit, nor does frequent participation that does not advance the learning of the class. I will use "cold calling" occasionally so you need to be prepared for each class. Cell phones must be turned off or set to the "silent" mode during classes. Laptops may not be used during case discussion segments and activities.

Exams: We will have THREE examinations, two midterms and a final exam, which will cover the course material to that point in the course, including lectures, discussions, and readings. Details about exam contents, time, and location will be discussed in the class. Missed examinations may not be made up without prior permissions, no exceptions.

Quizzes: There will be unannounced quizzes (i.e. pop-quizzes) at the beginning of classes in which we discuss case studies. The quiz will cover the main ideas of the case to ensure that each student has read the case study carefully and ready for class discussion. Further details will be discussed in class.

Note: *The instructor reserves the right to change assignments and cases as necessary to facilitate an improved learning experience.*



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Course Website

MGT 201 uses a course website to facilitate the administration of the course. You will be responsible for checking the course site regularly for class work and announcements. Please become familiar with the website (<http://www.aalrashdan.com/pmgt>). I recommend creating a shortcut (link or favorite) in your browser that will take you to the course login page. At the course website, you can

- Check for announcements,
- Download slides and files related to MGT 201, and
- Review the grades and monitor your progress.

Cheating and Plagiarism: Every student in this course must abide by the Kuwait University Policy on Cheating and Plagiarism (published in the Student Guide, Chapter 3, Section 2). A copy of the student guide can be accessed online on:

http://www.kuniv.edu/cs/groups/ku/documents/ku_content/kuw055940.pdf

Please carefully note all sources and assistance when you turn in your work. Under no circumstances should you take credit for work that is not yours. You should neither receive nor give any unauthorized assistance on any deliverable. If you have any questions about what constitutes “unauthorized assistance” please email me before the deliverable is submitted.

Writing Style: Students must refer to MLA writing style for their assignments and report writing. Refer to the English Language Center for help.

Office Hours

Office hours are Thursdays from 05:00 p.m. to 6:00 p.m. If you have a time conflict, please contact me to schedule an appointment for another time. You may contact me at any time via email. In general, this syllabus is your first source of information on questions pertaining to the class. I will not answer a question, the answer for which is in the syllabus. When sending me an email, always include the class number and your first and last name in the email title. For example, “201 Fulan Alfulani”.

Course Outline:

- Topic 1: What is Management? A brief introduction and history of the field
- Topic 2: The external environment and the firm’s stakeholders
- Topic 3: An overview of strategy and planning
- Topic 4: Organizational structure and culture
- Topic 5: Organizational change and adaptation
- Topic 6: Human resources management
- Topic 7: Decision-making process
- Topic 8: Employee motivation
- Topic 9: An overview of Leadership



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Important Dates

Date	Event
March 16th, 2023	Last day to drop classes
May 4th, 2023	Last day of classes
May 17th, 2023	Final Exam for Section 03A