Spring 2020

Meeting days: Tuesday/Thursday	**Instructor title and name:** Professor Mandy Morrell
Meeting times: 1:30-2:45PM	**Phone:** 619-359-9363 (cell) Please email first.
Meeting location: FSB 104	**E-mail:** mmorrell@pointloma.edu
Final Exam: Tuesday, May 5 1:30-4:00pm	**Office location and hours:** By appointment

PLNU Mission

To Teach ~ To Shape ~ To Send

Point Loma Nazarene University exists to provide higher education in a vital Christian community where minds are engaged and challenged, character is modeled and formed, and service is an expression of faith. Being of Wesleyan heritage, we strive to be a learning community where grace is foundational, truth is pursued, and holiness is a way of life.

Fermanian School of Business Mission ★

Character – Professionalism – Excellence – Relationships – Commitment - Innovation

As members of a vital Christian community, we strive to provide high quality business programs that equip students to make a positive impact in their workplace and community by connecting purpose to practice.

COURSE DESCRIPTION

A study of the manager's role in the organization, including the tasks of planning, organizing, leading, and controlling. Topics include an introduction to change and innovation, corporate culture, global business, ethics, corporate social responsibility, organizational structure, decision-making, human resources and leadership.

COURSE LEARNING OUTCOMES

Upon completion of this course, students will be able to:

1. Recognize management theorists and examine the importance of management theories

(PLO 1, E2 & F1).

2. Describe the four functions of management (PLO 1, F1 & F2).

3. Exhibit and illustrate an understanding of management principles, including: human resources, operations management, organizations and leadership (PLO 1, 2, E2, F1 & F2).

4. Employ decision making capabilities within a team (PLO 5, E2)

5. Use effective verbal and written communication to exhibit management principles, theories and current events (PLO 3).

6. Analyze ethical issues in the context of management theories (PLO 4).

COURSE CREDIT HOUR INFORMATION

In the interest of providing sufficient time to accomplish the stated Course Learning Outcomes, this class meets the PLNU credit hour policy for a three unit class delivered over sixteen weeks. Specific details about how the class meets the credit hour requirement can be provided upon request.

COURSE SCHEDULE AND ASSIGNMENTS

Note: All papers must be written in APA style, format and references. Use the Purdue Owl as a point of reference: https://owl.purdue.edu/owl/research_and_citation/apa_style/apa_style_introduction.html

Participation and Engagement (65 points)

Be on time and prepared for class, engaged, and share quality insights in discussions and participate in group work.

Christian Practice Activity Log (50 points)

 One of Christianity's chief tenements is to "love one another" (John 13:34-35). A good manager will take time to get to know and care for their team. You will be paired with another member of the class and will be responsible for encouraging, helping and praying for them this semester. You must record at least ten actions through the semester (see the form in the top module of Canvas) and submit this record the day of the final.

Quizzes (10@10 points each)

There will be a weekly quiz. This could be taken from the readings or class activities and may ask you to apply the content to a business situation. This must be taken in class and is tied to your attendance. **THERE ARE NO MAKEUPS.**

Ethics Presentation (110 points – 100 points presentation – 10 points PPT draft)

Analyze a recent ethics issue of one of the following organizations: WRP Asia, Nestle Water, Glencore Cobalt, Lululemon, Uber, Nissan-Renault-Misubishi, Google or get an organization of your choice approved by the professor.

After analyzing the ethical problem, relate the problem back to an ethical theory from in Chapter Three. Present a ten-minute presentation in class beginning with a thesis statement, summarize the details of the problem and define the ethical theory and relate it back to the issue using Microsoft Power Point. If you choose to use an online video, it cannot be longer than 60 seconds.

People over Profit (140 points – Paper 100 points, Discussions 40 points)

Discussion Check in #1, #2, #3 (10 points each): What are two things that were new information to you? What surprised you? Leave an insightful response on two classmates as well.

Discussion Check in #4 (10 points): What did you think of the ending? What conclusions does this leave you with regarding the author's ideas and the state of the business world?

Paper (100 points): Using APA style and format, write a 3-4 page paper highlighting the four eras of organizational behavior. Use at least two high quality sources from research and the news (besides People over Profit and your textbook) that support or exemplify the points made by Partridge for each.

Midterm (100 points)

The Midterm Examination is a culmination of everything learned so far in the semester. This will be a multiple choice, T/F, matching and written essay format.

Executive Interview Paper (125 points: 100 - paper; 25 points – discussion/selection)

Executive Leader Selection (10 points): Submit your two executives and the industry they work in and why you chose them. Confirm they have agreed to the interview and provide the date and format of the interview.

Discussion (15 points): What did you learn from the company interviews you completed? What are two takeaways from the interviews? Why are these important to you? Would you recommend your best friend to work for this company? Leave two insightful comments for your classmates.

Paper (100 points): Choose two companies from different industries you are interested in. You will interview the Founder/CEO or Human Resource Manager for each company. Research what you can online from company website and any other postings or articles. The paper should be six to seven pages. You should have at least four references, one from a peer reviewed article and two as a personal interview. See Canvas for details.

Supply Chain Presentation (110 points – 100 points presentation – 10 points PPT draft)

Research the upward and downward supply chains from one of the following companies:

IKEA's Leather, Starbucks Decaf House Coffee, Audi Aluminum, Shaw Carpet Tile, Nordic Aquafarms' Salmon, Outerknown, BioMar Soy

What is their supply chain philosophy? Trace your company's item's supply chain including where it is sourced and its sustainability, its manufacturing process including quality controls and how its logistics operations are structured and if this is efficient. What final product(s) does this go into, if any? What do you like about this supply chain? If you were the manager of this company's supply chain, what would you change? Prepare a ten-minute team presentation using Microsoft Power Point to share your results. If you choose to use an online video, it should be no longer than 60 seconds.

Management in the Real World (50 points)

Write out ten questions, one from a topic from each chapter. Ask a person in customer service (cashier/waitress) about their organization in one of these areas, do not use the same question/area on multiple people. No more than two questions to the same person/org. You should not know the person you area asking. Write one to two descriptive sentences about the worker's response. Write one reflective comment on the interaction for each, tying back to the text.

See Canvas for more information and examples.

Final Exam (150 points)

The Final Examination is a culmination of everything learned throughout the semester. This will be a multiple choice, T/F, matching and written essay format.

DATE PRESENTED	CLASS CONTENT OR ASSIGNMENT	ASSIGNMENT DUE DATE
1/16/20	Syllabus Overview	
1/21/20	Chapter 1: Managing and Mgmt. Process	Read Ch. 1
1/23/20	Chapter 1: Managing and Mgmt. Process; Quiz	
1/28/20	Chapter 2: Foundations of Management	Read Ch. 2
1/30/20	Chapter 2: Foundations of Management, Quiz	
2/4/20	Chapter 3: Ethics and Social Responsibility	Read Ch. 3
2/6/20	Chapter 3: Ethics and Social Responsibility; Quiz	Ethics PPT Draft Due
2/11/20	Ethics Presentations	POP 1-54
2/13/20	Ethics Presentations; Chapter 14: Teams and Team Work	Read Ch. 14;
2/18/20	Chapter 4: Teams and Team Work	POP 55-100
2/20/20	Chapter 5: Plans and Planning Techniques, Quiz	Read Ch. 5
2/25/20	Chapter 7: Strategy; People over Profit	Ch. 7; POP 101-153
2/27/20	Chapter 7: Strategy; People over Profit; Quiz	
3/3/20	Midterm Review/POP	POP 154-198;
3/5/20	MIDTERM	Executive Interview Names Due
3/10/20	SPRING BREAK!	
3/12/20	LIVE IT UP!	

3/17/20	Chapter 9: Organizational Change	Read Ch. 9; POP Paper Due
3/19/20	Chapter 9: Organizational Change; Quiz	
3/24/20	Chapter 10, Human Resources Mgmt.	Read Ch. 10; Executive Interview Discussion Due
3/26/20	Chapter 10, Human Resources Mgmt., Quiz	
3/31/20	Chapter 11: Leadership	Read Ch. 11
4/2/20	Chapter 11: Leadership; Quiz	Executive Paper Due
4/7/20	Chapter 17: Globalization and Supply Chain Management	Read Ch. 17
4/9/20	NO CLASS: EASTER BREAK	SC PPT Draft Due
4/14/20	Chapter 17: Globalization and Supply Chain Management: Quiz	
4/16/20	Supply Chain Presentations,	SC Presentations
4/21/20	Supply Chain Presentations,	SC Presentations
4/23/20	Chapter 6: Control Systems	Read Ch. 6;
4/28/20	Chapter 6 Control Systems, Quiz	
4/30/20	Final Review	Management in the Real World Due
5/5/20	FINAL EXAM 1:30-4:00PM	Christian Practices Due

REQUIRED TEXTS AND RECOMMENDED STUDY RESOURCES

1. **Exploring Management 5th or 6th Edition (2017). Schermerhorm and Bachrach. Wiley. ISBN: 978-1-119-39586-7 (Wiley PLUS not required but hard copy preferred)**

2. **Partridge, D. People over Profit (2015). Nelson. ISBN: 978-1501222306**

STATE AUTHORIZATION

State authorization is a formal determination by a state that Point Loma Nazarene University is approved to conduct activities regulated by that state. In certain states outside California, Point Loma Nazarene University is not authorized to enroll online (distance education) students. If a student moves to another state after admission to the program and/or enrollment in an online course, continuation within the program and/or course will depend on whether Point Loma Nazarene University is authorized to offer distance education courses in that state. It is the student's responsibility to notify the institution of any change in his or her physical location. Refer to the map using the below link to view which states allow online (distance education) outside of California.

ASSESSMENT AND GRADING

Assignment distribution by percentage:	Grade scale:	
• Weekly quizzes 10% • Ethics Presentation 11% • POP Paper/Discussions 14% • Executive Interview Paper/Discussion 12.5% • Management in the Real World 5% • Midterm 10% • Supply Chain Presentation 11% • Participation/Engagement 6.5% • Christian Practices Participation 5% • Final Exam 15%	A=93-100 A-=92.9-90 B+=87-89.9 B=83-86.9 B-=80-82.9 C+=77-79.9	C=73-76.9 C-=70-72.9 D+=67-69.9 D=63-66.9 D-=60-62.9 F=0-59.9

INCOMPLETES AND LATE ASSIGNMENTS

All assignments are to be submitted/turned in by the beginning of the class session when they are due—including assignments posted in Canvas. Incompletes will only be assigned under extremely unusual circumstances. Please communicate with me right away if you miss an assignment.

FINAL EXAMINATION POLICY

Successful completion of this class requires taking the final examination **on its scheduled day**. No requests for early examinations or alternative days will be approved.

ELECTRONICS POLICY

Research has found that the use of laptops and phones in class can be distracting to other students (and also this professor). Laptops and phones should be off and away during class unless a specific activity calls for them. Please take this time as a technology break to "unplug" and be present.

PLNU COPYRIGHT POLICY

Point Loma Nazarene University, as a non-profit educational institution, is entitled by law to use materials protected by the US Copyright Act for classroom education. Any use of those materials outside the class may violate the law.

PLNU ACADEMIC HONESTY POLICY

Students should demonstrate academic honesty by doing original work and by giving appropriate credit to the ideas of others. Academic dishonesty is the act of presenting information, ideas, and/or concepts as one's own when in reality they are the results of another person's creativity and effort. A faculty member who believes a situation involving academic dishonesty has been

detected may assign a failing grade for that assignment or examination, or, depending on the seriousness of the offense, for the course. Faculty should follow and students may appeal using the procedure in the university Catalog. See Academic Policies in the Graduate and Professional Studies Catalog for definitions of kinds of academic dishonesty and for further policy information.

PLNU ACADEMIC ACCOMMODATIONS POLICY

While all students are expected to meet the minimum standards for completion of this course as established by the instructor, students with disabilities may require academic adjustments, modifications or auxiliary aids/services. At Point Loma Nazarene University (PLNU), these students are requested to register with the Disability Resource Center (DRC), located in the Bond Academic Center. (DRC@pointloma.edu or 619-849-2486). The DRC's policies and procedures for assisting such students in the development of an appropriate academic adjustment plan (AP) allows PLNU to comply with Section 504 of the Rehabilitation Act and the Americans with Disabilities Act. Section 504 (a) prohibits discrimination against students with special needs and guarantees all qualified students equal access to and benefits of PLNU programs and activities. After the student files the required documentation, the DRC, in conjunction with the student, will develop an AP to meet that student's specific learning needs. The DRC will thereafter email the student's AP to all faculty who teach courses in which the student is enrolled each semester. The AP must be implemented in all such courses.

If students do not wish to avail themselves of some or all of the elements of their AP in a particular course, it is the responsibility of those students to notify their professor in that course. PLNU highly recommends that DRC students speak with their professors during the first two weeks of each semester about the applicability of their AP in that particular course and/or if they do not desire to take advantage of some or all of the elements of their AP in that course.

PLNU ATTENDANCE AND PARTICIPATION POLICY

If you know you will miss a class or be late to class – please communicate with me BEFORE missing the class so we can discuss any makeup work so you do not fall behind. Please come to class prepared so that you do not need to leave class mid-lesson.

Regular and punctual attendance at all classes is considered essential to optimum academic achievement. If the student is absent from more than 10 percent of class meetings, the faculty member can file a written report which may result in de-enrollment. If the absences exceed 20 percent, the student may be de-enrolled without notice until the university drop date or, after that date, receive the appropriate grade for their work and participation. See Academic Policies in the Graduate and Professional Studies Catalog for additional detail.