**University of Management and Technology**

**Course Outline**

Course code…… MG631………….. Course title……..History of Management Thought ………………

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| --- | --- |
| Program | MS Management & MS Strategic HRM Program |
| Credit Hours | 3 |
| Duration | 15 Weeks |
| Prerequisites | Basic knowledge of Psychology and Management |
| Resource Person | Dr. Naveed Yazdani |
| Counseling Timing  (Room# ) | By appointment |

**Chairman/Director signature………………………………….**

**Dean’s signature…………………………… Date………………………………………….**

**Learning Objective:**

One of the main objectives of this course is to bring home the issue of contextuality and indigenousness. It is generally believed that history of management thought is a study of the history of western civilization and its development. This course dispels this perception by giving due importance to the contributions from other civilizations like Islamic, Chinese and Japanese. It was not possible to include strands of management thoughts from all civilizations but three major contemporary civilizations and their management thought development is employed to reinforce the main course objective that management thoughts have different underlying norms, values and ethics.

The course also introduces the participants to the field of ‘discourse analyses. It is a secondary but important objective because those participants who would conduct qualitative discourse based research for their theses would get an adequate exposure to the ‘other side’ of the usual empirical and positivistic research. The course attempts to bring home the point raised by IbnKhaldun, Toynbee, Collingwood and many other historians that history is not only a source of information about the past, but also a vibrant way to reconstruct the thought processes of the main thought leaders and paradigm builders of those times. In this way history is envisaged to be an important research methodology based on the epistemology of interpretivism, Constructionism and subjectivism. This conception of history posits it not only as a potent research tool but also to serve as powerful knowledge with the ability to make futuristic and visionary analysis of a particular thought strand.

Another obvious objective of the course is to familiarize the participants with the somewhat arbitrary but useful western notions of dark ages, reformation, enlightenment, modernity and postmodernity. This demarcation would help the participants understand how different management thoughts were developed and shaped by the socio-political surroundings encompassing those particular times.

**Learning Methodology:**

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| --- | --- |
| * Interactive Lectures | * Research articles |
| * Discussion | * Research Projects& International component |

**Grade Evaluation Criteria**

Following is the criteria for the distribution of marks to evaluate final grade in a semester.

**Marks Evaluation Marks in percentage**

|  |  |  |
| --- | --- | --- |
| 1. | Class Attendance / Participation | 10% |
| 2. | Book Review | 20% |
| 3. | Management Thinker Assignment | 10% |
| 4. | Literature Review | 05% |
| 5. | Native Management Thought Assignment | 10% |
| 6. | Essay Writing | 05% |
| 7. | Management Theory Exercise | 05% |
| 8. | Business of Business School Assignment | 05% |
| 9. | Concept Paper | 10% |
| 10. | Case Study | 20% |
|  | **TOTAL** | **100%** |

**Recommended Text Books:**

The list of the recommended books for the book review assignment is given below:

1. **Max Weber:** From History to Modernity by *Bryan S. Turner*
2. **International Business History** by *Dennis M. P. McCarthy*
3. **Asian Firms:** History, Institutions & Management By *Frank B. Tipton*
4. **A History of Top Management in Japan:** Managerial Enterprises & Family Enterprises by *HidemasaMorikawa*
5. **History Lessons:** What Business and Management can Learn from Great Leaders of History by *Jonthan Gifford*
6. **The Company of Strangers:** A Natural History of Economic Life by *Paul Seabright*
7. **Hard Drive:** Bill Gates and the Making of the Microsoft Empire by *Wallace James & Jim Erickson*
8. **iCon Steve Jobs:** The Greatest Second Act in the History of Business by *Jeffery S. Young & William L. Simon*
9. **The Richest East India Merchant:** The Life and Business of John Palmer (1767 – 1836) by *Anthony Webster*
10. **The History of Mitsubishi Corporation in London** by *PernilleRudlin*
11. **Private Industrial Investment in Pakistan** (1960 – 1970) by *Rashid Amjad*
12. **The Greatest Money Making Secrets in History** by *Joe Vitale*

**Reference Books:**

1. **History of Management Thought** by MorgenWitzel, Routledge 2012

**Supplementary Text**

1. **Evolution of Management Thought**by Daniel A. Wren. 6th Edition, Wiley 2009.

**Calendar of Course contents to be covered during semester**

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| --- | --- | --- |
| **Week** | **Course Contents** | **Reference Chapter(s)** |
| 1 | History of Management | Historic Book Review Project  Chapter 1, Chapter 10 |
| 2 | Text books and Hand books on Management | Historical Contribution of Business Leader / Management Thinker  Chapter 4, Chapter 10 |
| 3 | Thinkers on Strategy and Leadership/ History of Business Leaders | Literature Review  Chapter 3 |
| 4 | Islamic Management Thought | Chapter 2, Chapter 6  Develop and Present the main points of a selected native management thought |
| 5 | Native Management Thought (China, Japan, European, American, Indian) | Develop and Present the main points of a selected native management thought  Chapter 2, Chapter 6 |
| 6 | Scientific Management | Essay Writing  Chapter 5, Chapter 9 |
| 7 | Theories of Management | Choice of Management Theory Exercise  Chapter 8, Chapter 9 |
| 8 | Growth of Business / Management Education | Business of Business School Assignment  Chapter 8, Chapter 10 |
| 9 | Future of Management Thought | Development and Presentation of a Concept Paper  Chapter 11 |

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| --- | --- | --- |
| 10 | Enterprises in Pakistan | Develop a case study on the evolution of a local business in Pakistan (Final Project) |
| 11 | Anthropology: The Forgotten Behavioral Science in Management History | Article discussion  Project discussion |
| 12 | Reclaiming “Anthropology: The forgotten behavioral science in management history” – Commentaries  Japanese Management: 50 Years of Evolution of the Concept | Article discussion  Project discussion |
| 13 | The Understanding of Islamic Management Practices among Muslim Managers in Malaysia  Islamic management: a citation analysis (Ch 4) | Article discussion  Project discussion |
| 14 | Final Term Paper: Presentations, Peer Review Evaluation and Final Exam |  |
| 15 | Final Term Paper: Presentations, Peer Review Evaluation and Final Exam |  |

**STUDENTS ARE REQUIRED TO READ AND UNDERSTAND ALL ITEMS OUTLINED IN THE PARTICIPANT HANDBOOK**

**Class Policy: -**

* Be on Time

You need to be at class at the assigned time. After 10 minutes past the assigned time, you will be marked absent.

* Mobile Policy

**TURN OFF YOUR MOBILE PHONE!** It is unprofessional to be texting or otherwise.

* Email Policy

**READ YOUR EMAILS!** You are responsible if you miss a deadline because you did not read your email.

Participants should regularly check their university emails accounts regularly and respond accordingly.

* Class Attendance Policy

A minimum of 80% attendance is required for a participant to be eligible to sit in the final examination. Being sick and going to weddings are absences and will not be counted as present. You have the opportunity to use 6 absences out of 30 classes. Participants with less than 80% of attendance in a course will be given grade ‘F’ (Fail) and will not be allowed to take end term exams. International students who will be leaving for visa during semester should not use any days off except for visa trip. Otherwise they could reach short attendance.

* Moodle

UMT –LMS (Moodle) is an Open Source Course Management System (CMS), also known as a learning Management System (LMS). Participants should regularly visit the course website on MOODLE Course Management system, and fully benefit from its capabilities. If you are facing any problem using moodle, visit <http://oit.umt.edu.pk/moodle>. For further query send your queries to [moodle@umt.edu.pk](mailto:moodle@umt.edu.pk)

* Harassment Policy

Sexual or any other harassment is prohibited and is constituted as punishable offence. Sexual or any other harassment of any participant will not be tolerated. All actions categorized as sexual or any other harassment when done physically or verbally would also be considered as sexual harassment when done using electronic media such as computers, mobiles, internet, emails etc.

* Use of Unfair Means/Honesty Policy

Any participant found using unfair means or assisting another participant during a class test/quiz, assignments or examination would be liable to disciplinary action.

* Plagiarism Policy  
    
  All students are required to attach a “Turnitin” report on every assignment, big or small. Any student who attempts to bypass “TurnItin” will receive “F” grade which will count towards the CGPA. The participants submit the plagiarism report to the resource person with every assignment, report, project, thesis etc. If student attempts to cheat Turnitin, he/she will receive a second “F” that will count towards the CGPA. There are special rules on plagiarism for final reports etc. all outlined in your handbook.
* Withdraw Policy

Students may withdraw from a course till the end of the 12th week of the semester. Consequently, grade W will be awarded to the student which shall have no impact on the calculation of the GPA of the student.A Student withdrawing after the 12th week shall be automatically awarded “F” grade which shall count in the GPA.

* Communication of Results

The results of quizzes, midterms and assignments are communicated to the participants during the semester and answer books are returned to them. It is the responsibility of the course instructor to keep the participants informed about his/her progress during the semester. The course instructor will inform a participant at least one week before the final examination related to his or her performance in the course.