



**MGMT 1100 Principles of Management
COURSE SYLLABUS
Online
Fall Semester 2015**

Semester: 2015 Fall
Course Title: Principles of Management
Course Number: MGMT 1100
Credit Hours/ Minutes: 3 / 2250

Class Location: GVTC/Angel
Class Meets: Via Internet / 15 weeks
CRN: 20036

Instructor: Vicki Spivey
Office Hours: 10:00—11:30 and 2:00—4:00 Monday-Thursday
Office Location: Office 831
Email Address: vspivey@southeasterntech.edu (Preferred communication from students)
Phone: 912-538-3175
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REQUIRED TEXT: MGMT8 Principles of Management, Williams, South-Western Publishing, 2016

REQUIRED SUPPLIES & SOFTWARE/HARDWARE: Black, blue or red ink pens, no. 2 lead pencils, erasers, thumb drive, jump drive, USB, etc., and 3-subject notebook, Browser should be IE 7 or higher or Mozilla Firefox 2.0 or higher.

Note: Although students can use their smart phones and tablets to access their online course(s), exams, discussions, assignments, and other graded activities should be performed on a personal computer. Neither ANGEL nor GVTC provide technical support for issues relating to the use of a smart phone or tablet so students are advised to not rely on these devices to take an online course.

COURSE DESCRIPTION: Develops skills and behaviors necessary for successful supervision of people and job responsibilities. Emphasis will be placed on, real life concepts, personal skill development, applied knowledge and managing human resources. Course content is intended to help managers and supervisors deal with a dramatically changing workplace being affected by technology changes, a more competitive and global market place, corporate restructuring and the changing nature of work and the workforce. Topics include: Understanding The Manager's Job and Work Environment, Building an Effective Organizational Culture, Leading, Directing, and the Application of Authority, Planning, Decision-Making, and Problem-Solving, Human Resource Management, Administrative Management, Organizing, and Controlling.

MAJOR COURSE COMPETENCIES: Topics include understanding the manager's job and work environment, building an effective organizational culture, leading, directing, and the application of authority, planning, decision-making, and problem-solving, human resource management, administrative management, organizing, and controlling.

PREREQUISITE(S): Provisional Admission

COURSE OUTLINE:

1. Understanding The Manager's Job and Work Environment
2. Building an Effective Organizational Culture
3. Leading, Directing and the Application of Authority
4. Planning, Decision-Making and Problem-Solving
5. Human Resource Management
6. Administrative Management, Organizing and Controlling

GENERAL EDUCATION CORE COMPETENCIES: STC has identified the following general education core competencies that graduates will attain:

- A. The ability to utilize standard written English.
- B. The ability to solve practical mathematical problems.
- C. The ability to read, analyze, and interpret information.

All students pursuing a degree, a diploma, or a Technical Certificate of Credit with a General Education component will be required to pass the General Education Competency Exams prior to graduation.

STUDENT REQUIREMENTS (Online): Online courses require students to be academically engaged each week doing course related activities. The completion dates of these activities will be used to determine a student's last date of attendance in the event a student withdraws or receives an F in a course. A student's last date of attendance can have a negative effect on his/her financial aid and academic progress.

Students are expected to complete all work required by the instructor, and to attend the required proctored campus exam. The student is expected to complete all work each week. Exams and assignments must be completed on the specified date. There are no makeup exams and students who miss an exam will be assigned a grade of zero. Assignments may be turned in early and exams are posted for 7 days. Please do not wait until the last moment to submit in case you have Internet problems with your computer. Homework Assignments **will not be graded after the due date on Mondays at 11:59 pm resulting in a zero (0)**. Class participation is required for successful completion of the course. All online students must pledge that they have read and understand the *STC Catalog* within the first three days of class. **Online students are responsible for checking e-mails and Angel announcements DAILY Monday-Thursday.** Books are required on the **first day** of the semester.

ONLINE ATTENDANCE: It is the student's responsibility to be academically engaged each week doing course related activities. The completion dates of these activities will be used to determine a student's last date of attendance in the event a student withdraws, stops attending, or receives an F in a course. Students will not be withdrawn by an instructor for attendance; however, all instructors will keep records of graded assignments and student participation in course activities. Students will be expected to complete all work required by the instructor as described in the individual course syllabus.

Students will have at least one week to complete tests and assignments. All tests and homework assignments are due before 11:59 pm on Monday of each week. Exceptions to the due dates of assignments due to jury duty, military duty, court duty, or required job training will be made at the discretion of the instructor.

SPECIAL NEEDS ADDENDUM: *Students with disabilities who believe that they may need accommodations in this class based on the impact of a disability are encouraged to contact Jan Brantley, Room 1208 Swainsboro Campus, 478-289-2274, or Helen Thomas, Room 108 Vidalia Campus, 912-538-3126, to coordinate reasonable accommodations.*

PREGNANCY

Southeastern Technical College does not discriminate on the basis of pregnancy. However, we can offer accommodations to students who are pregnant that need special consideration to successfully complete the course. If you think you will need accommodations due to pregnancy, please advise me and make appropriate arrangements with the Special Needs Office. Swainsboro Campus: Jan Brantley Room 1208 (478) 289-2274 -- Vidalia Campus: Helen Thomas Room 108 (912) 538-3126.

WITHDRAWAL PROCEDURE: Students wishing to officially withdraw from a course(s) or all courses after the drop/add period and prior to the 65% portion of the semester (date will be posted on the school calendar) must speak with a Career Counselor in Student Affairs and complete a Student Withdrawal Form. A grade of "W" is assigned when the student completes the withdrawal form from the course.

Students who are dropped from courses due to attendance (see your course syllabus for attendance policy) after drop/add until the 65% point of the semester will receive a "W" for the course. Abandoning a course(s) instead of following official withdrawal procedures may result in a grade of 'F' being assigned.

After the 65% portion of the semester, the student will receive a grade for the course. (Please note: A zero will be given for all missed assignments.)

There is no refund for partial reduction of hours. Withdrawals may affect students' eligibility for financial aid for the current semester and in the future, so a student must also speak with a representative of the Financial Aid Office to determine any financial penalties that may be assessed due to the withdrawal. All grades, including grades of 'W', will count in attempted hour calculations for the purpose of Financial Aid.

Remember - Informing your instructor that you will not return to his/her course does not satisfy the approved withdrawal procedure outlined above.

PROCTORED EVENT REQUIREMENT(S) (Online): In order to validate student identity for all online courses, students enrolled in online courses are required to complete one proctored event per online course. The proctored event may be a major exam, assignment, or presentation, etc. that will count a **minimum of 20% of the course grade**. Online students will be required to take the Proctored Event on the instructor's home campus; the event will be monitored by the instructor or another STC employee. Students must attend one of the scheduled proctored sessions and will need to make arrangements with work, childcare, etc. The specific dates of the proctored event are scheduled on the Lesson Plan/Calendar for the online course. Students living further than 75 miles from campus who cannot come to Southeastern Tech for the event must secure an approved proctoring site. The site and the proctor must meet Southeastern Technical College's requirements (instructor will provide more information and necessary forms if this is the case). Note: Students taking proctored events off campus will utilize the Proctor Scheduling and Approval Form found under the Proctoring Tab in ANGEL and submit the completed form to their instructor for approval a **minimum of two weeks prior** to the proctored event. If approved, the instructor will notify the proctor.

Students arranging off-campus proctoring must take the event on the same day(s) it is originally scheduled. Students who do not complete the proctored event as scheduled must submit a valid documented excuse within three business days after the scheduled event. If the excuse is approved, students must make arrangements with the instructor to makeup/reschedule the missed event. The penalty and makeup instructions will be at the instructor's discretion. **Students who do not complete the proctored event will receive an F in the course.**

As published on STC's website, any expenses incurred to obtain a proctor will be the responsibility of the student; however, students are not charged a proctoring fee when taking the proctored exam on the campus of Southeastern Tech. Most of Georgia's technical colleges do not charge to proctor exams for students enrolled in other TCSG colleges. Students who are enrolled at Southeastern Technical College and live out of the state of Georgia or out of the country could incur a proctoring charge. However, in that instance, the instructor would assist the student in locating the least expensive proctor.

The required proctored exam for this class is October 28, Wednesday, at 8:30 am in the Medical Technology (Gillis Building) on the Vidalia campus or October 29, Thursday, at 2:00 pm Building 8, Lab 8141 on the Swainsboro campus. You must come by office 831 to sign in on the Vidalia campus. Chapters 1-10 will be covered on the computerized proctored exam. You must attend on one of the two days listed or you will receive an F in the course. There are no makeup proctored exams.

EXIT EXAM: All students are required to take the Exit Exam during their last semester.

MAKEUP GUIDELINES: No make-up exams are allowed and there are no exceptions. If Internet or browser failure occurs, contact the instructor immediately by email. A decision will be made at that time if the exam will be reset. Only one test will be reset per semester if the instructor is notified in time according to the instructions in Angel. Homework Assignments **will not be graded after the due date (Monday at 11:59 pm) resulting in a zero (0).**

ACADEMIC DISHONESTY POLICY: The STC Academic Dishonesty Policy states All forms of academic dishonesty, including but not limited to cheating on tests, plagiarism, collusion, and falsification of information, will call for discipline. The policy can also be found in the STC Catalog and Student Handbook.

Procedure for Academic Misconduct

The procedure for dealing with academic misconduct and dishonesty is as follows:

--First Offense--

Student will be assigned a grade of "0" for the test or assignment. Instructor keeps a record in course/program files and notes as first offense. The instructor will notify the student's program advisor, academic dean, and the Registrar at the student's home campus. The Registrar will input the incident into Banner for tracking purposes.

--Second Offense--

Student is given a grade of "WF" for the course in which offense occurs. The instructor will notify the student's program advisor, academic dean, and the Registrar at the student's home campus indicating a "WF" has been issued as a result of second offense. The Registrar will input the incident into Banner for tracking purposes.

--Third Offense--

Student is given a grade of "WF" for the course in which the offense occurs. The instructor will notify the student's program advisor, academic dean, and the Registrar at the student's home campus indicating a "WF" has been issued as a result of second offense. The Vice President for Student Affairs, or designee, will notify the student of suspension from college for a specified period of time. The Registrar will input the incident into Banner for tracking purposes.

STATEMENT OF NON-DISCRIMINATION: Southeastern Technical College does not discriminate on the basis of race, color, creed, national or ethnic origin, gender, religion, disability, age, disabled veteran, veteran of Vietnam Era or citizenship status, (except in those special circumstances permitted or mandated by law). This school is in compliance with Title VI of the Civil Rights Act of 1964, which prohibits discrimination on the basis of race, color, or national origin; with the provisions of Title IX of the Educational Amendments of 1972, which prohibits discrimination on the basis of gender; with the provisions of Section 504 of the Rehabilitation Act of 1973, which prohibits discrimination on the basis of handicap; and with the American with Disabilities Act (ADA).

GRIEVANCE PROCEDURES: Grievance procedures can be found in the Catalog and Handbook located on STC's website.

ACCESS TO TECHNOLOGY: For information regarding Angel, the Information Delivery System (IDS), Student Owl Mail, and BannerWeb, please see the IT Department link on STC's website at <http://www.southeasterntech.edu>.

GRADING POLICY

Homework Assignments	45%
Discussion Board	10%
Tests	25%
Proctored Exam	20%

GRADING SCALE

A:	90-100
B:	80-89
C:	70-79
D:	60-69
F:	0-59

TCSG GUARANTEE/WARRANTY

STATEMENT: *The Technical College System of Georgia guarantees employers that graduates of State Technical Colleges shall possess skills and knowledge as prescribed by State Curriculum Standards. Should any graduate employee within two years of*

graduation be deemed lacking in said skills, that student shall be retrained in any State Technical College at no charge for instructional costs to either the student or the employer.

DISCUSSION BOARD GRADING RUBRIC

No. of Posts	No. of Replies	Initial Grade	Errors	Point Reduction
1 or more	2 or more	100	Spelling	-5 each
1 or more	1	66	Grammatical	-5 each
1 or more	0	33	Length (4-5 min over 7 words each)	-20 per sentence
0	0	0	Thoughtful Content	-20 per sentence

LESSON PLAN MANAGEMENT 1100

DATES	CHAPTER	OBJECTIVES	ASSIGNMENTS	COMP.
Aug 17	Chapter 1	Describe what management is. Explain the four functions of management. Describe different kinds of managers. Explain the major roles and subroles that managers perform in their jobs. Explain what companies look for in managers. Discuss the top mistakes that managers make in their jobs. Describe the transition that employees go through when they are promoted to management. Explain why and how companies can create competitive advantage through people.	Type Student Pledge Type Student Introduction Work on Chapter 1 Homework Work on Ch 1 Discussion Board	A, C, D, 1, 3
18				
19				
20				
24	Chapter 2	Explain the origins of management. Explain the history of scientific management. Discuss the history of bureaucratic and administrative management. Explain the history of human relations management. Discuss the history of operations, information, systems, and contingency management.	Chapter 1 Due Work on Chapter 2 Homework Work on Ch 2 Discussion Board	A, C, D, 1, 2
25				
26				

27				
31	Chapter 3	<p>Discuss how changing environments affect organizations.</p> <p>Describe the four components of the general environment.</p> <p>Explain the five components of the specific environment.</p> <p>Describe the process that companies use to make sense of their changing environments.</p> <p>Explain how organizational cultures are created and how they can help companies be successful.</p>	<p>Chapters 1-2 Test posted 08/31—9/07</p> <p>Chapter 2 Due</p> <p>Work on Chapter 3 Homework</p> <p>Work on Ch 3 Discussion Board</p>	A, C, D, 1, 2
Sept 1				
2				
3				
7	Chapter 4	<p>Identify common kinds of workplace deviance.</p> <p>Describe the U.S. Sentencing Commission Guidelines for Organizations and explain how they both encourage ethical behavior and punish unethical behavior by businesses.</p>	<p>Chapter 3 Due</p> <p>Work on Chapter 4 Homework</p> <p>Work on Ch 4 Discussion Board</p>	A, C, D, 1, 6
8				
9				
10				
14	Chapter 5	<p>Discuss the benefits and pitfalls of planning.</p> <p>Describe how to make a plan that works.</p> <p>Discuss how companies can use plans at all management levels, from top to bottom.</p> <p>Explain the steps and limits to rationale decision making.</p> <p>Explain how group decisions and group decision-making techniques can improve decision making.</p>	<p>Chapter 3-4 Test posted 09/14—09/21</p> <p>Ch 4 Due</p> <p>Work on Chapter 5 Homework</p> <p>Work on Ch 5 Discussion Board</p>	A, C, D, 4
15				
16				
17				
21	Chapter 6	<p>Specify the components of sustainable competitive advantage and explain why it is so important.</p> <p>Describe the steps involved in the strategy-making process.</p> <p>Explain the different kinds of corporate-level strategies.</p> <p>Describe the different kinds of industry-level strategies.</p> <p>Explain the components and kinds of firm-level strategies.</p>	<p>Chapter 5 Due</p> <p>Work on Chapter 6 Homework</p>	A, C, D, 1, 4
22				
23				

24				
28	Chapter 7	<p>Explain why innovation matters to companies. Discuss the different methods that managers can use to manage innovation in their organizations effectively.</p> <p>Discuss why not changing can lead to organizational decline.</p> <p>Discuss the different methods that managers can use to better manage change as it occurs.</p>	<p>Chapters 5-6 Test posted 09/28—10/05</p> <p>Chapter 6 Due</p> <p>Work on Chapter 7 Homework</p>	A, C, D, 1, 2
29				
30				
Oct 1				
5	Chapter 8	<p>Discuss the impact of global business and the trade rules and agreements that govern it.</p> <p>Explain why companies choose to standardize or adapt their business procedures.</p> <p>Explain the different ways that companies can organize to do business globally.</p> <p>Explain how to find a favorable business climate.</p> <p>Discuss the importance of identifying and adapting to cultural differences.</p> <p>Explain how to successfully prepare workers for international assignments.</p>	<p>Chapter 7 Due</p> <p>Work on Chapter 8 Homework</p>	A, C, D, 1, 4
6				
7				
8				
12	Chapter 9	<p>Describe the departmentalization approach to organizational structure.</p> <p>Explain organizational authority.</p> <p>Discuss the different methods for job design.</p> <p>Explain the methods that companies are using to redesign internal organizational processes.</p> <p>Describe the methods that companies are using to redesign external organizational processes.</p>	<p>Chapter 7-8 Test posted 10/12—10/19</p> <p>Chapter 8 Due</p> <p>Work on Chapter 9 Homework</p>	A, C, D, 1, 2
13				
14				
15				
19	Chapter 10	<p>Explain the good and bad of using teams.</p> <p>Recognize and understand the different kinds of teams.</p> <p>Understand the general characteristics of work teams.</p> <p>Explain how to enhance work-team effectiveness.</p>	<p>Chapter 9 Due</p> <p>Work on Chapter 10 Homework</p>	A, ,C, D, 1, 2
20				
21				
22				
26	Chapter	Explain how different employment laws affect	Chapter 10 Due	A, ,C,

	11	<p>human resource practice. Explain how companies use recruiting to find qualified job applicants. Describe the selection techniques and procedures that companies use when deciding which applicants should receive job offers. Describe how to determine training needs and select the appropriate training methods. Discuss how to use performance appraisal to give meaningful performance feedback. Describe basic compensation strategies and discuss the four kinds of employee separations.</p>	<p>Work on Chapter 11 Homework</p>	D, 5
27				
28		<p>Proctored Exam: 8:30 am (see syllabus for details)</p>	<p>Chapters 1-10</p>	A, C, D, 1-6
29		<p>Proctored Exam: 2:00 pm (see syllabus for details)</p>	<p>Chapters 1-10</p>	A, C, D, 1-6
Nov 2	Chapter 12	<p>Describe diversity and explain why it matters. Understand the special challenges that the dimensions of surface-level diversity pose for managers. Explain how the dimensions of deep-level diversity affect individual behavior and interactions in the workplace. Explain the basic principles and practices that can be used to manage diversity.</p>	<p>Chapter 11 Due Work on Chapter 12 Homework</p>	A, C, D, 1, 2
3				
4				
5				
9	Chapter 13	<p>Explain the basics of motivation. Use equity theory to explain how employees' perceptions of fairness affect motivation. Use expectancy theory to describe how workers' expectations about rewards, effort, and the link between rewards and performance influence motivation. Explain how reinforcement theory works and how it can be used to motivate. Describe the components of goal-setting theory and how managers can use them to motivate workers. Discuss how the entire motivation model can be used to motivate workers.</p>	<p>Chapter 12 Due Work on Chapter 13 Homework</p>	A, C, D, 1, 2
10				
11				
12				
16	Chapter 15	<p>Read only</p>	<p>Chapter 13 Due</p>	A, C, D, 1,

					2
17					
18					
19					
23	Chapter 17		Read Only		
24					
25					
26					
30	Chapter 18		Read Only		
Dec 1					
2					
3			Semester Ends		

Instructor reserves the right to make any changes needed to the syllabus and lesson plan.

COURSE COMPETENCIES:

1. Understanding The Manager's Job and Work Environment
2. Building an Effective Organizational Culture
3. Leading, Directing and the Application of Authority
4. Planning, Decision-Making and Problem-Solving
5. Human Resource Management
6. Administrative Management, Organizing and Controlling

GENERAL EDUCATION CORE COMPETENCIES:

- A. The ability to utilize standard written English.
- B. The ability to solve practical mathematical problems.
- C. The ability to read, analyze, and interpret information.