INTRODUCTION

As a manager, very often you will have to rely on the collaboration of your employees, clients, co-workers, and organizational leaders to be able to attain business objectives. Hence, the ability to influence others is fundamental. In order to do this, you will need to know how to convince important stakeholders to support you when making key personnel decisions. By learning how people and companies function you will be better prepared to influence others. Further, you will be capable to attain company objectives without depleting human resources and ultimately having a negative impact in the community.

This course teaches you to apply the latest social science research in work, workers and organizations to help you motivate employees, persuade leaders, and ensure employee productivity while caring for employee's development, well-being and satisfaction.

AIMS

Upon completion of this course participants will:

1. Learn how to make a business case for the importance of caring for employees' satisfaction, work-life balance, and well being. Become acquainted on the different determinants of satisfaction, work-life balance and wellbeing.

2. Know how to motivate employees to learn, produce, and develop creative solutions.

3. Learn the importance of justice perceptions for employee performance and how to promote justice in the workplace.

4. Learn about the role of organizational culture in the implementation of business initiatives.

5. Become acquainted to the different types of leadership styles, organizational change, and influence methods.

6. Know how to examine and consume the ever-growing body of scientific evidence that will be available to you throughout your career regarding effective management practice, and be able to use this evidence to develop convincing arguments to implement changes in the organization.

METHODOLOGY

We will use multiple methodologies such as lecture, discussion of critical incidents, and the case method.
EVALUATION

20% of the grade will be based on the quality of participation in class
40% of the grade will be based on a group project
40% of the grade will be based on an exam

In order to get a passing grade on the subject the participant needs to pass the exam.

BIBLIOGRAPHY

• Yukl, G., & Lepsinger, R. (2006).Why integrating the leading and managing role is essential for organizational effectiveness. Organizational Dynamics, 34, 4, 361375