

Department of Management and Organisation, Vaasa & Helsinki

**Introduction to Management 2020, Summer, (22082-V),**

Credits: 8 cr

Type of course: Intermediate Studies

Recommended Time of Performance: First or second year of Bachelor studies

Period: 20 May – 31 July, 2020

‘The presumption that managerial activity exists independently from the activities of managers leads to a grouping of all kinds of disparate activities under the heading of management. In that case, rather than electing a democratic rescue of management (as a general human attribute) from colonization by a named group of people (managers), critics would be in danger of endorsing the colonization of all human activities by casting them in terms of management. Whereas the demise of management might suggest that ‘we are all managers now’, the critical response should not be that ‘we always were’. Instead the response to the demise of the special status of management should be that notions of management are now to be regarded as redundant. This then opens up the space for the construction of forms of subjectivity which are not conceived in terms of the discourse of management and manageability, rather than closing down the space in which such alternatives might exist. To put these points rather differently, I am suggesting that visions of a ‘post- managerial’ future need to be handled with considerable caution. They appeal to critical writers because they appear to address the unjustifiable separation of management as a special activity. The restoration of management to ‘everyone’ seems to be democratic in that it disperses influence and power. But the crucial issue is the terms on which this occurs. The demise of management does not imply an end to the co-ordination and control of human activities: rather, it installs this co-ordination and control in an ever-wider set of activities. As noted earlier, it is in this sense that the demise of management is fully compatible with the ascendancy of managerialism. By drawing the many rather than the few into management, managerial power - if not the power of managers - is extended rather than diminished.

(Grey, C. (1999). “We Are All Managers Now”; ‘We Always Were’: On the Development and Demise of Management. *Journal of Management Studies*, 36, 561–585.)

## Course description

Introduction to Management is a bachelor-level course, which introduces students to the fascinating world of management in the context of modern organizing. The course aims to develop capabilities for independent thinking about management as a phenomenon ultimately concerned with a particular relationship to the human subject at work. This is achieved through a course structure that recognizes the cultural-historical specificity of management in modern Anglo-Saxon and European cultures. The course content is organized along three sets of themes. The first theme locates the emergence of management within the historical context of modern and industrial capitalism. Students will be introduced to three lines of critique of early industrial society and its particular modes of organization. This includes the analytical categories of anomie, alienation, rationalization and the objects of division of labour, the labour process, work ethic and bureaucratic organization. A second theme allows students to engage in managerial ideas and practices in terms of their origins, intentionalities, development and effects in the course of the 20th century. This includes scientific management, human relations and organizational psychology, systems theory, the management of culture and Human Resources. A third and final theme considers the technological horizon of possibility and discusses the self and subjectivity in contemporary organization as well as imaginations of future modes of managing. The latter includes themes of self-management, aspects of the 'automata' in the form of AI and Machine learning and issues about privacy and surveillance.

The course is guided by the conviction of a learning experience where students are treated as 'young adults' whose independent thinking in the world of management and organization studies can be cultivated through a collaborative mode of learning, akin to that in other parts of the social sciences and humanities, where problematizing of the object of study is considered germane. As such the course aims at sophistication rather than simplification (or 'dumbing down') and problematizing rather than prescribing thinking and analysis of the thought-world of management.

## Learning Goals

You have a comprehensive understanding of the phenomenon of management and the particular organisational modes it relates to.

*Upon the successful completion of the course students should be able to:*

- comprehend the historical conditions for the emergence of management thought and practices
- analytically apply key sociological concepts in examining modern capitalism and its management
- consider the continuities and sustained relevance of the critical thought of key thinkers about early modern capitalist society
- identify the conditions of possibility for key managerial practices
- recognize several of the social scientific sources that underpin the heterogenous character of thinking that make up management
- analyse critically and exploratorily the management of work in organisations
- analyse the particular point of view and assumptions inherent in managerial thought and the production of the human subject at work in the course of the 20th century and beyond

## International Learning Experience

The course examines management as an international phenomena in trans-atlantic cultures. The course examines International cases and examples analyzed and discussed in the readings. The course emphasizes the strong international academic understanding of examined phenomena.

## Literature and Course Material

Obligatory course readings include journal articles and book chapters, to be announced through Moodle. Additional course literature may be provided during the course.

## Course administrator Contact details

Fredrik Weibull  
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## Office hours

Office hours by appointment only.

## Course Assessment

	<u>Mark %.</u>	
Seminar notes (four in total)	(10%)	N/A
Assignment 1. Short essay:	(10%)	Word limit: 1200
Assignment 2. Book review:	(35%)	Word limit: 1500
Assignment 3. Long essay:	(45%)	Word limit: 2500

**Total mark (100%)**

Detailed instructions for each assignment will be given throughout the course.

### *Seminar notes*

Following each of the four seminars students are expected to individually write and hand-in a set of notes, which reflect on the content of the lectures, the set course material and the discussions held during each seminar. Specific instructions will be given for each of the seminar notes.

### *Assignment 1. Short essay.*

The short essay draws on two articles and requires reflection on the uniqueness of management. It requires the student to support his or her answer with examples drawn from experience and/or established academic literature. Students will answer a set essay-based questions.

### *Assignment 2. Book review*

Students will review a book chosen from a set reading list, with refence to the course material. Students have the option to choose their own book as well but need to discuss it with the course convenor prior to doing so.

### *Assignment 3. Long essay*

The long essay is an answer to one out of a set list of essay questions. These reflect the entirety of the course syllabus. It is an opportunity to explore more extensively and deeper a topic of interest. It is a test of the grasp of the course material in its generality, ability to show independent and creative thought in applying themes, theories and insights from the course material to ideas and practices in the world of work and management.

At least 50 per cent ( pass ) is required for all the elements of the assessment in order to pass the course. Please note that the points you receive for the sub-parts are valid only this academic year.

The assessed coursework is done on an individual basis. Late submission will be punished with 10% within one week. The specific task(s) and detailed instructions for each assignment are given during 'live sessions'.

50% pass limit.

All assignments to be submitted through moodle, unless otherwise specified. Written work should follow Harvard citation format, 1.5 line spacing and Times New Roman. Word count does not include references or footnotes.

### Course Schedule

Below you find the course schedule. The course comprises a live element and other self-study material. There are scheduled live sessions, which will be delivered through Microsoft Teams. A calendar invitation link will be created and sent via moodle.

The live sessions (lectures & webinars) are held in *Microsoft Teams*. They are scheduled as below. The live sessions occur at the same time as the original classroom based schedule. There may also be other sessions added to these as part of the online delivery of the course. You will note that apart from the first session, full provision for longer time period are given. This does not mean that they will be used fully, however. The full time period during each session is required from the outset as it facilitates a range of teaching and learning activities, including exercises. Links will be provided before the lecture on moodle. In addition to these four schedule sessions, there will be material posted and shared via moodle.

<u>Course Week</u>	<u>Session</u>	<u>Date and time (TBC)</u>	<u>Lecturer</u>	<u>Activity</u>	<u>Assignment Deadline</u>
1	<b>Lecture 1. Course Introduction</b>	Wednesday, 20 May, 13.00 - 13.45	Fredrik Weibull	Live session	
<b>PART I. MANAGEMENT IN INDUSTRIAL SOCIETY</b>					
1	<b>Lecture 2. The Rise of Management and Classical approaches I</b>	Wednesday, 20 May, 14.00 - 14.45		Live session	
2	<b>Lecture 3. The Rise of Management and Classical approaches II</b>	Wednesday, 27 May, 13.00 - 14.30	Fredrik Weibull	Live session & Other self-study material (recordings, readings, notes, etc)	
<b>PART II. MANAGEMENT IN THE 20<sup>TH</sup> (AND BEYOND): IDEAS AND PRACTICES</b>					
3	<b>Seminar 1</b>	Monday, 1 June, 13.00 - 14.30		Seminar	<b>Seminar note 1.</b> Deadline. Tuesday 2 June, 18.00.
3	<b>Lecture 4. Scientific Management and Human Relations Theory</b>	Wednesday, 3 June, 13.00 - 14.30	Fredrik Weibull	Live session & Other self-study material	<b>Assignment 1.</b> Deadline. Monday 8 June, 18.00.
4	<b>Lecture 5. Power and Management</b>	Wednesday, 10 June, 13.00 - 14.30	Martin Fougere (Guest Lecture)	Live session & Other self-study material	
5	<b>Seminar 2</b>	Monday, 15 June, 13.00 - 14.30		Seminar	<b>Seminar note 2.</b> Deadline. Tuesday 16 June, 18.00.
5	<b>Lecture 6. Systems Rationalism and Management's 'Cultural turn'</b>	Wednesday, 17 June, 13.00 - 14.30	Fredrik Weibull	Live session & Other self-study material	<b>Assignment 2.</b> Deadline. Monday 29 June, 18.00.
<b>PART III. MANAGING THE HUMAN SUBJECT AT WORK</b>					
6	<b>Lecture 7. Managerialism and the Individual at work</b>	Wednesday, 24 June, 13.00 - 14.30	Fredrik Weibull	Live session & Other self-study material	
7	<b>Seminar 3</b>	Monday, 29 June, 13.00 - 14.30		Seminar	<b>Seminar note 3.</b> Deadline. Tuesday 30 June, 18.00.
7	<b>Lecture 8. Technology and Managerial Futures</b>	Wednesday, 1 July, 13.00 - 14.30	Pete Watt (Guest Lecture)	Live session & Other self-study material	
8	<b>Seminar 4</b>	Monday, 6 July, 13.00 - 14.30		Seminar	<b>Seminar note 4.</b> Deadline. Tuesday 7 July, 18.00.
8	<b>Lecture 9. Course Summary</b>	Wednesday, 8 July, 14.30 - 15.15	Fredrik Weibull	Live session & Other self-study material	
9-10	-	-	-	-	
11	-	-	-	-	<b>Assignment 3.</b> 31 July, 18.00.