

1. Course (module) name Management History and Theory	2. Code N200AM16BNVM003
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3. Lecturer (s) Coordinator: Assoc. Prof. Dr. Austė Kiškienė	4. Division(s) Business School
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5. Cycle of studies First	6. Course (module) level Course is not divided into parts	7. Course (module) type Mandatory
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8. Delivery form Full - time	9. Delivery period Semester 1	10. Delivery language (s) English
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11. Requirements for students	
Preliminary requirements: -	Associated requirements (if any): -

12. Scope of course (module) in ECTS credits 6	13. Full workload of a student (hours) 160	14. Contact work hours 40	15. Independent work hours 120
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16. Course (module) purpose: competences developer by the course programme Building the system of knowledge about the management science, leading to systematic understanding of its development patterns and development of analytical and critical assessment skills necessary for the organisation of the implementation of management solutions

17. Relation of the course targets with the expected results of studies and evaluation methods of studies and student achievement

Results (targets) of the course	Results of the course	Methods of studies	Evaluation methods of academic achievements
Students have to understand and to know the modern management theories, the scope of diversity, capabilities and functional characteristics, to understand the global aviation sector, and the implications of theories of its capabilities.	Students will have knowledge of the development of management theories, corporate environment and culture, basic management functions and management methods, managerial work-sharing and coordination, ability of executives to motivate workers and deal with conflict situations, to exercise control	Lectures, workshops, discussions, case studies, individual homework, it's presentation and defence, individual work of students in finding and studying literature, consultations, independent studies to prepare for delivery, test	Assessment of performance during workshops, assessment of individual written paper, final test of knowledge.
	Ability to apply the acquired knowledge in management theory in real situations, to think critically, to search and select information using information technology achievements		
	Ability to learn independently and improve managerial skills and capacities, to analyse information relevant for management activities		

18. Course content

Topics	Contact work hours and learning method							Time of independent studies and tasks	
	Lectures	Consultations	Seminars	Exercises	Laboratory work	Practice	All contact work	Independent work	Tasks
1. Organizational Environment And It's Effect's On Performance. E. Miles and Ch. Snow's typology: prospector, defender, analyser and	3	-	2	-	-	-	5	15	Analysis of and generalisation literature on the

reactor archetypes. SWOT analysis. W. Powell and P. J. DiMaggio Institutional Theory. R. E. Freedman Stakeholder Theory and CSR.									subject
2. Classical school of scientific management (F. Taylor). Ideal bureaucratic management theory of M. Weber. H. Fayol principles of administration.	2	-	1	-	-	-	3	9	Analysis of and generalisation literature on the subject
3. Humanistic management theories. Theories of human relations, behavioural, behavioural motivation. Theories of participation in the management. P. Senge and the learning organization. Manfred F.R. Kets deVries and the neurotic organization.	2	-	1	-	-	-	2	9	Analysis of and generalisation literature on the subject
4. Types Of Organizations: Private, Public and Non – Governmental sectors analysis.	1	-	1	-	-	-	2	8	Analysis of and generalisation literature on the subject
5. Peculiarities of forming organizational culture and subcultures. G. Hofstede, E. Schein, M. Alvesson, P. Berg, T. Deal, A. Kennedy. A Strong and a Weak Organizational Culture. Organizational subcultures in Organizations. J. Martin and C. Siehl, V. Maanen and S. Barley typologies.	3	-	3	-	-	-	6	18	Analysis of and generalisation literature on the subject
6. Conflict management systems. The Traditional and The Modern Conflict Management Strategies. Five Approaches to Conflict Resolution.	2	-	2	-	-	-	4	9	Analysis of and generalisation literature on the subject
7. Change Management (K. Lewin force field analysis). Theory 3R (reconceptualization, restructuring, reorganizing).	2	-	1	-	-	-	3	9	Analysis of and generalisation literature on the subject
8. Integrative management school. Systematic approach to management.	2	-	1	-	-	-	3	8	Analysis of and generalisation literature on the subject
9. Total Quality Management (TQM). FishBone analysis. Six Sigma. ISO. Lean.	2	-	1	-	-	-	3	9	Analysis of and generalisation literature on the subject
10. Leadership Theories and Styles.	2	-	1	-	-	-	3	8	Analysis of and generalisation literature on the subject
12. Career development systems and career planning benefits and features. The Traditional Career Concept (Linear). The Multidirectional Career system. Y. Baruch	2	-	1	-	-	-	3	9	Analysis of and generalisation literature on the subject
13. Stages in Planning process. Strategic, Tactical and Operational Planning.	2	-	1	-	-	-	3	9	Analysis of and generalisation literature on the subject
Total	25	-	15	-	-	-	40	120	

19. Strategy and criteria of student assessment

Assessment method	Per cent	Delivery time	Evaluation criteria
Constructive learning (analysis of specific situations, case studies), conversation, discussion during the workshops (seminars); self-study literature; papers and project based works, simulations.	45%	During the semester	Adoption and application of knowledge laid down in the objectives of studies, understanding and use of management concepts, ability to apply theoretical management knowledge, to select and provide a reasoned option of management solution when considering specific cases, ability to demonstrate presentation skills.
Examination TEST Closed-ended questions: 20	55%	At the end of the semester	

20. Sources of study, literature**Mandatory sources of study, literature**

Hatch, M. J., Cunliffe, A. L. *Organization Theory*. Oxford: Oxford University Press, 2013.
Rue L. W., Byars L. L. *Management. Skills and Application*. 11th edition. McGraw-Hill/Irwin, 2005.
Cole G.A. *Management Theory and Practice*, 4th Edition, London, 1993.
Daft R. L. *Management*, 6th Edition, 2003.
Hellriegel D., Slocum J. *Management*. 7th edition. Cincinnati, 1996.
Pearce J. A., Robinson R. B. *Management*. New York, 1989.
Charles W. L., Gareth R. Jones *Strategic Management an Integrated Approach*, 6th Edition, New York, 2004.

Additional sources of study, literature

Rita McGrath. *Management's Three Eras: A Brief History*. Harvard Business Review, July 30, 2014.
Carter S., Jones-Evans D. *Enterprise and Small Business: Principles, Practice and Policy*. 3rd edition. Pearson, 2012.
Andriopoulos C. Determinant of organizational creativity: a literature review, in *Management Decisions*, 39/10, 2001, p. 834-840.
Martins E.C., Terblanche F. Building organizational culture that stimulates creativity and innovation, in *European Journal of Innovation Management*, 6 (1), 2003, p. 64-74.
Kaufman J. C., Beghetto R. A. Beyond Big and Little: The Four C Model of Creativity, in *Review of General Psychology*, 2009, Vol. 13, No. 1, 1–12.
Law firm Lideika, Petrauskas, Valiūnas ir partneriai, Lithuanian Free Market Institute, Lithuanian Development Agency, Vilnius Municipality *Doing Business in Lithuania*, 2002.