



**FACULTY OF BUSINESS**  
**BACHELOR OF MANAGEMENT**  
**LEARNING MODULE OUTLINE**

Academic Year	2024/2025	Semester	2
Module Code	BUSS1110-123 & 125		
Learning Module	Principles of Management		
Pre-requisite(s)	Nil		
Medium of Instruction	English		
Credits	3	Contact Hours	45
Instructor	David Chan	Email	cbchan@mpu.edu.mo
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**MODULE DESCRIPTION**

This course introduces the basic concepts and fundamental processes of management. It explores a variety of contemporary management topics. Emphasis will be placed on primary activities such as planning, organizing, leading, and controlling.

**MODULE INTENDED LEARNING OUTCOMES (ILOS)**

On completion of this learning module, students will be able to:

M1.	Describe fundamental concepts associated with modern management theories and practices
M2.	Understand the significant role of managers and skills to improve quality business operations and maintain positive organization culture.
M3.	Apply the four functions of management (planning, organizing, leading, controlling) to sustain organization performance.
M4.	Analyse the multitude of management decision-making impact on business operation and assess the external factors and internal factors facing management in uncertain business environment.
M5.	Develop and apply his/her own personal management philosophy to diagnose and tackle diverse managerial problems and issues.



These ILOs aims to enable students to attain the following Programme Intended Learning Outcomes (PILOs):

PILOs	M1	M2	M3	M4	M5
P1. Integrate contemporary Management theories and business disciplines relevant to general business practices.	✓	✓	✓	✓	✓
P2. Apply critical thinking and logical analysis skills and techniques to resolve management issues.		✓	✓	✓	✓
P3. Utilize appropriate written and spoken forms to communicate effectively and professionally with stakeholders in various cultural environments.				✓	✓
P4. Demonstrate leadership in a team and respecting the rights of others irrespective of their cultural background, race or gender in order to solve unpredictable problems in the field.		✓	✓	✓	✓
P5. With the help of mathematical and statistical skills, utilize the latest empirical findings and academic studies to support the recommendation of business projects or reports.					
P6. Recommend an appropriate course of action by ethically examining economic, environmental, political, legal and regulatory contexts of global business practices.		✓	✓	✓	✓
P7. Interpret and utilize Management information or business software for internal control, planning, performance evaluation, and coordination to improve efficiency and effectiveness in the business process.					

#### MODULE SCHEDULE, COVERAGE AND STUDY LOAD

Week	Content Coverage	Contact Hours
1-2	Introduction Chapter 1 The Management Process Today  Learning Outcomes: <i>Be able to describe what management is and significance of management; to distinguish the four principal managerial functions, the three levels of management, and three kinds of managerial skill</i>	4
2-3	Appendix A History of Management Thought  Learning Outcomes: <i>Be able to describe how management evolves and its different school of management thoughts</i>	3
3-4	Chapter 5 Decision Making, Learning, Creativity, and Entrepreneurship  Learning Outcomes: <i>Be able to describe the nature of managerial decision making; to describe the six steps of decision-making models.; to identify the advantages and disadvantages of group decision making technique; to explain the role that organizational learning and manager's significant role to promote entrepreneurship</i>	4
4-5	Chapter 6 Planning, Strategy, and Competitive Advantages	4



	Learning Outcomes: <i>Be able to identify the three main steps of the planning process; to differentiate between the main types of business-level strategies and corporate level strategies; to describe the vital role managers play in implementing strategies</i>	
6	Midterm (Chapter 1,Appendix,Chapter 5, Chapter 6)	3
7-8	Chapter 7 Designing Organizational Structure  Learning Outcomes: Be able to describe the types of organizational structures; to identify the factors that influence managers' choice of an organizational structure.; to explain how managers group tasks into jobs	4
8-9	Chapter 8 Control, Change, and Entrepreneurship  Learning Outcomes: Be able to define organizational control; to identify output and behavior controls; to explain why managing change is a vital management task	4.5
9-10	Chapter 9 Motivation  Learning Outcomes: <i>Be able to explain what motivation is and its significance; to describe different motivational theories such as expectancy theory, equity theory, goals theory, operant conditioning theory and social learning theory</i>	3.5
11-12	Chapter 10 Leaders and Leadership  Learning Outcomes: <i>Be able to explain what leadership is, when leaders are effective and ineffective, and the sources of power that leaders exercise; to explain various types of leadership models, to differentiate transformational leadership from transactional leadership; to characterize the relationship between gender and leadership</i>	4.5
12-13	Chapter 12 Building and Managing Human Resources  Learning Outcomes: To understand the significance of strategic human resource management; to describe the different components of human resource management	4.5
13-14	Revision	3
15	Final Examination (Chapter 6, 7, 8,9, 10,12)	3

### TEACHING AND LEARNING ACTIVITIES

This course is delivered through a series of lectures which provide a detailed explanation and understanding of various fundamental management theories and core concepts. Class activities, exercises, case studies and class discussions integrating with multimedia resources such as videos and websites are utilized to support students' learning. A group project requiring students to explore the opportunities to set up a new business venture enable students to apply management theories and key concepts in practices.



Teaching and Learning Activities	M1	M2	M3	M4	M5
T1. Fundamental business theories and concepts are delivered primarily by lectures with the aid of multimedia instructional materials.	✓	✓	✓	✓	✓
T2. Short written quizzes will be given at the end of selected chapters. Discussions are part of the class activities during which teamwork will be encouraged. Current business events will be discussed during class to help students to understand and relate learned business concepts and theories in class to global marketplace in real world.	✓	✓	✓	✓	✓
T3. Students must preview chapter material before each class, as they will be asked to work on in class exercise or short quizzes in respond to conceptual questions inherent in the text books.	✓	✓	✓	✓	✓
T4. Students will be asked to complete a group report thus allowing a learning opportunity to work as a team and be effective communicator.	✓	✓	✓	✓	✓

In order to achieve the outcomes of this course, students are expected to perform the following learning tasks:

- Read chapter material before class, which is important to improve understanding of the lectures
- Review taught materials after class to enhance understanding
- Attend school arranged seminars and meetings to expand the knowledge horizon
- Prepare and collect information to prepare group project
- Review and prepare for test and final exam
- Seek advice from instructor for difficulties encountered
- Form study group to share knowledge and enhance learning experiences.

#### ATTENDANCE

Attendance requirements are governed by the Academic Regulations Governing Bachelor's Degree Programmes of the Macao Polytechnic University. Students who do not meet the attendance requirements for the learning module shall be awarded an 'F' grade.

#### ASSESSMENT

Students' understanding of course material and their performance is assessed on the basis of class assignments, group project, midterm examination, and final examination. The assignments are to evaluate students' understanding of the business terminology. The project is used to strengthen students' knowledge about the operation of a business enterprise in the global business environment. The midterm and final examinations aim to evaluate students' comprehensive understanding of significant theories and key concepts in business environment.



In this learning module, students are required to complete the following assessment activities:

Assessment Activities	Weighting (%)	ILOs to be Assessed
A1. In-class exercises (non-graded)	0	M1-M4
A2. Group Presentation (graded)	30	M1-M5
A3. Group project (graded)	30	M1-M5
A5. Final examination (graded)	40	M1-M4

The assessment will be conducted following the University's Assessment Strategy (see [www.mpu.edu.mo/teaching\\_learning/en/assessment\\_strategy.php](http://www.mpu.edu.mo/teaching_learning/en/assessment_strategy.php)). Passing this learning module indicates that students will have attained the ILOs of this learning module and thus acquired its credits.

#### MARKING SCHEME

Letter Grade	Low	High	Description
A	93	100	Excellent. Superior performance demonstrating comprehensive, in-depth understanding of subject matter. Students complete course requirements with distinction.
A-	88	92.99	
B+	83	87.99	Very good. Above average performance with full knowledge of theories and principles with no serious deficiencies.
B	78	82.99	
B-	73	77.99	
C+	68	72.99	Satisfactory. Basic understanding with knowledge of principles and theories adequate to complete substantive course requirements.
C	63	67.99	
C-	58	62.99	Pass. Some understanding of concepts and theories but with definite deficiencies.
D+	53	57.99	
D	50	52.99	Minimum Pass. Marginal performance to meet minimum course requirement but with major deficiencies.
F	0	49.99	Unsatisfactory. Fail. Knowledge of principles and concepts is fragmentary. Students fail to complete substantive course requirements.



## REQUIRED READINGS

### **Textbook**

Gareth, J. & George, J. (2024). *Essentials of Contemporary Management* (10<sup>th</sup> ed.), McGraw Hill.

## REFERENCES

1. Thomas Bateman, Robert Konopaske and Scott Snell, , (2023). *Management Now*, (15th ed.) McGraw Hill Stephen P. Robbins, and Mary Coulter, 2020,(15th ed ), Pearson
2. Richard L. Daft , (2021), *Management*(14<sup>th</sup> ed.) , Cengage

### **Reference Website(s)**

1. Textbook is supplemented with McGraw-Hill Connect which is a digital tool providing students an interactive learning environment that adapt to individual student understanding and need.
2. [canvas.ipm.edu.mo](https://canvas.ipm.edu.mo)

### **Journal(s):**

Assigned Readings in Canvas Learning Platform.

## STUDENT FEEDBACK

At the end of every semester, students are invited to provide feedback on the learning module and the teaching arrangement through questionnaires. Your feedback is valuable for instructors to enhance the module and its delivery for future students. The instructor and programme coordinators will consider all feedback and respond with actions formally in the annual programme review.

## ACADEMIC INTEGRITY

The Macao Polytechnic University requires students to have full commitment to academic integrity when engaging in research and academic activities. Violations of academic integrity, which include but are not limited to plagiarism, collusion, fabrication or falsification, repeated use of assignments and cheating in examinations, are considered as serious academic offenses and may lead to disciplinary actions. Students should read the relevant regulations and guidelines in the Student Handbook which is distributed upon the admission into the University, a copy of which can also be found at [www.mpu.edu.mo/student\\_handbook/](http://www.mpu.edu.mo/student_handbook/).