



College of Social Sciences

Course Code and Title: ECN 5041.1 Management	Course credits: 1
Semester: Fall 2014, 13 November – 11 December	Time and Place of the Lecture: Monday 7:00-21:45 pm #315 Valikhanov Building

Instructor: Gerald Pech	Office phone: 8727 270 4272 /ext.3059
Office: #220 Valikhanov Building	Office hours: Mon, Thurs 10 am – 12 pm and by appointment
Email: gpech@kimep.kz	Teaching assistant's learning support hours:

Course Prerequisites: none

This Course is a Prerequisite for no Other Course

Course Description

This course deals with the functions of management of organizations. It analyses organizational structure, motivation and incentive conflicts, human resources and compensation schemes, organizational culture and ethics.

Learning Objectives

- Appreciate the scope for co-ordination within an organization
- Understanding the role of motivation in an organization

Intended Learning Outcomes

Students should be able to

- explain issues arising from separation of ownership and control
- discuss organizational architecture and allocation of decision rights
- explain the role of monetary and non-pecuniary incentives
- explain properties of ongoing contractual relationships
- discuss the implications of limited cognition and biases for organization

Assessment Scheme

I. Continuous Assessment:

Take-home exam	40 %
<u>Class Participation</u>	<u>20%</u>
Sum continuous assessment:	60 %

<u>II. Final exam:</u>	<u>40 %</u>
Total	100%

Only students who by that time have at least received 30% of the marks available for the entire course are allowed to sit the final exam.

Grading Scale (see course catalogue)

A+	90-100	C+	67-69
A	85-89	C	63-66
A-	80-84	C-	60-62
B+	77-79	D+	57-59
B	73-76	D	53-56
<u>B-</u>	<u>70-72</u>	D-	50-52
		F	0-49

Learning Activities (*50 learning hours*)

Attending lectures: (3 hours per week = 15 hours in total)

Apart from attending classes, you should engage in the following course activities:

Preparing and reviewing lectures: 5 classes \times 2 hours per week = 10 hours in total)

Preparing for the final:

Preparation time: 13 hours.

Take-home exam:

12 hours

Academic Honesty:

See catalogue. Exams are closed-book. Any attempt at cheating in the exams will result in zero marks for the exam you are sitting. In order to avoid any temptation for cheating, no electronic devices apart from the most basic calculator will be allowed during exams.

Class schedule

Week	Date	Topic	Reading
12	13.11.	1. Corporate Governance, Decision Rights and Conflicts in the Firm <i>Brickley, chpts 10-12, 18, D-S chpt 1</i>	
13	20.11.	2. Incentives and Organizational Behaviour <i>Brickley chpt 15</i>	
14	27.11.	3. Attracting and Retaining Employees <i>Brickley, chpt 14</i>	
15	04.12.	4. Motivation <i>Akerlof/Kranton, Camerer/Malmendier</i>	
15	06.-07.12	Take-home exam	
16	11.12.	5. Biases, Limited Cognition and Organization <i>Camerer/Malmendier</i>	

Instructional Resources

Books

Brickley, J.A., Smith, C.W., Zimmerman, J.L., Managerial Economics and Organizational Architecture, 5th ed., McGraw-Hill 2009.

Douma, S., and H. Schreuder, Economic Approaches to Organizations, 3rd ed., Prentice Hall 2002

Articles and chapters

Akerlof, G., Kranton, R. (2005), Identity and the Economics of Organizations, *Journal of Economic Perspectives* 19 (1): 9–32

Camerer, C., Malmendier, U. (2007), Behavioral Economics of Organizations, in: P. Diamond and H. Vartiainen (eds.), *Behavioral Economics and Its Applications*, Princeton UP: 235-281 (freely available on the internet)

For a detailed and updated reading list for the different chapters see the course page at www.geraldpech.net/lectures/ECN5041-1