



# Engineering and Technology Management

## COURSE SYLLABUS

---

**Course Number:** E M 401

**Course Name:** Management of Organizations

**Instructor:** William J. Gray

**email:** [wgray@wsu.edu](mailto:wgray@wsu.edu)

**Semester Credits:** 3

**Prerequisites:** None

---

### Course Description and Objectives:

This course explores issues dealing with individual behavior in work organizations. The major goals of the course are to learn various approaches to motivation, leadership, and team-building and to illustrate how and when those approaches are appropriately used. A key focus of the course is on team management skills and how to organize groups for maximum effectiveness, motivate group members, and promote and reward team success.

- To provide exposure to key principles and practices used in engineering management.
- To provide an understanding of the human and organizational contexts in the work environment and the skills needed to be productive and successful in managing engineering and technology organizations.
- To explore how to put the scientific, technical and organizational knowledge to work in addressing the major challenges facing management and organizations today.
- To provide opportunities to analyze cases in management, organizational behavior and innovation.
- To instill skills and comfort in decision making in engineering and technology management.
- To understand and be able to use frameworks and tools relating to strategic global management into operational use.

### Course Topics:

- Managers and Managing
- The Evolution of Management Thought
- Values, Attitudes, Emotions, and Culture: The Manager as a Person
- Ethics and Social Responsibility
- Managing Diverse Employees in a Multicultural Environment
- Managing in a Global Environment
- Decision Making, Learning, Creativity, and Entrepreneurship
- The Manager as a Planner and Strategist
- Value-Chain Management: Functional Strategies for Competitive Advantage
- Managing Organizational Structure and Culture
- Organizational Control and Change
- Human Resource Management
- Motivation and Performance
- Leadership; Effective Groups and Teams
- Promoting Effective Communication;
- Managing Conflict, Politics, and Negotiation;
- Using Advanced Information Technology to Increase Performance.

### Grading:

Mid-Term Exam: 20%      Participation: 10%      Homework: 50%      Final Exam: 20%