

MGT 502: Emerging Concepts in Management

Course Title: Emerging Concepts in Management

Course Code: MGT 502

Credit Hours: 2

Semester: First

Lecturer Hours: 30

Course Objectives

The aim of the course is to undertake a critical study of selected concepts, trends and recent developments in management concepts, research and practice. It will thus give the opportunity to examine a number of contemporary and emerging management issues. The course will enable students to consider the complexity of these issues, explore the available literature and apply concepts to real business scenarios.

Course Description

This course is designed to discuss emerging management concepts and issues in the context of complex, dynamic, and changing business world. This will equip students with a framework for understanding and analyzing the nature of managerial works and the determining factors of managerial success. Major topics will include the paradigm shifts in management concepts and practices like changing role of managers, quality and innovation management, diversity, structure and benchmarking issues, organizational change, TQM, sustainable management, knowledge management, and organizational learning.

Learning Outcomes

Students who successfully complete this paper will be able to:

- describe how the field of management and structure of business are changing including the roles of managers in business and industry.
- explain the latest developments and contributions of management theory, research and practice.
- demonstrate the value of emerging management concepts and their implications for contemporary business practice.
- assess the way knowledge is developed and shared within organizations.
- apply knowledge of management ideas to contemporary organizational issues.

Course Contents

In line with the contemporary focus of the course, the following issues and topics have been selected which will be explored in relation to exist literature, its relevance in the Nepalese context and the likely impact on current business practices in Nepal:

Unit 1: New Perspectives in Management Concepts and Theories

LH 8

An overview of management concepts, approaches and theories; The changing role of managers and challenges; Emerging concepts and issues in management thinking and practices; micro and macro management, green management, sustainability management, time management, stress management, talent management, social entrepreneurship,

corporate spirituality, appreciative enquiry, emotional intelligence and artificial intelligence; management of innovation.

Unit 2: Quality Management **LH 6**

Concept of quality; Goals and principles of quality management; Techniques of managing and improving quality; Value creation for customers; Quality planning; Quality management tools; Six Sigma – principles and methodology; TQM in organizations; Benchmarking, outsourcing and business process reengineering

Unit 3: Organizational Knowledge and Learning **LH 6**

Fundamental concepts of organizational knowledge and organizational learning; Role of knowledge, learning and innovation in organizations; Functions of KM and OL systems; Obstacles to implement KM and OL systems; Current practices in knowledge management and organizational learning.

Unit 4: Diversity Management **LH 5**

Concept of diversity management; Success and failure factors of diversity management; regulatory factors required to establish an appropriate environment for managing diversity; discrimination issues; gender imbalance; work-life balance; value diversity and inclusive organizational culture; techniques for dealing with inappropriate behavior; organizational strategy for diversity management.

Unit 5: Self-Management and Empowerment **LH 5**

Concept of self-management; self-management skills: leadership, team work, problem-solving, relationship management, and conflict management; concept of impression management; employee empowerment; issues in employee empowerment; empowerment, innovation and organizational change.

Required Textbook and Materials:

Prescribed Text Books:

Drucker, Peter F. (1999). *Management challenges for the 21st century*. Harper Collins.

Gareth Jones and Jennifer George (2017). *Essentials of contemporary management*. Tata McGraw Hill.

Suggested References:

R. Srinivasan (2011). *Business process reengineering*. Tata McGraw Hill Education Private Limited, New Delhi.

Stephen P. Robbins & Vohar (2013). *Organization behavior*. Pearson Education, 15th Edition,

