



# MGSM880

## Foundations of Management Thought

Term 3 North Ryde 2019

*Department of Management*

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#### **Disclaimer**

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## General Information

Unit convenor and teaching staff

Professor

Robert Spillane

[robert.spillane@mq.edu.au](mailto:robert.spillane@mq.edu.au)

Monday weekly class – 9am - 1pm (Starts: 24 June 2019)

Associate Professor

Steven Segal

[steven.segal@mq.edu.au](mailto:steven.segal@mq.edu.au)

Block class - 9am to 5pm on the following dates: 13, 14, 26, 27, 28 July 2019

Credit points

4

Prerequisites

Admission to MBA or MMgmt or GradDipMgt or MSocEntre

Corequisites

Co-badged status

Unit description

This unit surveys the evolution of Western thought from major philosophical perspectives (from Plato to Sartre) and their relevance for management. What is important about a philosophical perspective is not what it explains, but what it assumes. Three assumptions ground the unit: a) managing is essentially a philosophical activity because human existence is interpreted through diverse perspectives; b) management training needs to be combined with management education. To train is to drill and subordinate individuals to routines, standards and practices. To educate is to liberate a person's intellectual, moral and aesthetic powers. c) managers and leaders need to have the critical skills to debate, reflect, and engage in dialogue across different functional disciplines, stakeholders and cultures in organisational contexts.

## Important Academic Dates

Information about important academic dates including deadlines for withdrawing from units are available at <https://www.mq.edu.au/study/calendar-of-dates>

## Learning Outcomes

On successful completion of this unit, you will be able to:

- (a) apply philosophical perspectives to the task of leading, motivating and communicating effectively across diverse teams in an organisation;
- (b) apply various forms of critical reflection to management decision making;
- (c) use different philosophical perspectives to respond appropriately to a wide range of different cultures and perspectives;
- (d) evaluate their own attitudes to ethical, social and environmental factors which affect an organisation, through a comparative analysis of Western ethical systems.

## Assessment Tasks

Name	Weighting	Hurdle	Due
Group Work	50%	No	Please refer to below
Class Quiz	10%	No	TBA
Final Examination	40%	No	Exam Week: 2 - 7 September

### Group Work

Due: **Please refer to below**

Weighting: **50%**

#### Presentation

Due: **In class TBA**

Weighting: **50% of group work**

**Students will be assessed on their individual performance – content and presentation.**

Students will be allocated to study groups in the first session. Each group will be allocated a philosopher to study and discuss in class. Each group will have up to 45 minutes to lead a class discussion. At least 15 minutes should be devoted to a question and answer period which will be conducted by the group.

Visual aids may be used to a *maximum of 10 slides per presentation*.

- (a) Students should provide a brief biographical introduction to each philosopher studied.
- (b) Questions to be answered in the presentation (and group report) are:
  1. What are the key arguments which ground this philosophy?
  2. What are the strengths and weaknesses of this philosophical perspective?
  3. What can managers learn from this philosopher?

#### Report

Due: **TBA**

### Weighting: **50% of group work**

This is a written summary of each group's presentation after taking into consideration issues and/or criticism raised in the class discussion.

Length: 2000 words maximum

Format: Double-spaced, name of group members, and number of words in report.

To be submitted electronically at iLearn (Turnitin Plagiarism Submission)

**No extensions will be granted. There will be a deduction of 10% of total marks for the report for each 24 hour period or part thereof that the submission is late. This penalty does not apply for cases in which an application for special consideration is made and approved.**

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- (c) use different philosophical perspectives to respond appropriately to a wide range of different cultures and perspectives;
- (d) evaluate their own attitudes to ethical, social and environmental factors which affect an organisation, through a comparative analysis of Western ethical systems.

## Class Quiz

Due: **TBA**

Weighting: **10%**

**Short individual class quiz assessment that will be based on content taught from previous sessions.**

On successful completion you will be able to:

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- (b) apply various forms of critical reflection to management decision making;
- (c) use different philosophical perspectives to respond appropriately to a wide range of different cultures and perspectives;
- (d) evaluate their own attitudes to ethical, social and environmental factors which affect an organisation, through a comparative analysis of Western ethical systems.

## Final Examination

Due: **Exam Week: 2 - 7 September**

Weighting: **40%**

**Duration:** 3 hours plus 10 minutes reading time

**Format:** Closed book exam

**The MGSM Examination period in Term 3 2019 is from 2 - 7 September 2019**

On successful completion you will be able to:

- (a) apply philosophical perspectives to the task of leading, motivating and communicating effectively across diverse teams in an organisation;
- (b) apply various forms of critical reflection to management decision making;
- (c) use different philosophical perspectives to respond appropriately to a wide range of different cultures and perspectives;
- (d) evaluate their own attitudes to ethical, social and environmental factors which affect an organisation, through a comparative analysis of Western ethical systems.

## **Delivery and Resources**

### **Textbook**

**Robert Spillane**, *An Eye for an I: Philosophies of Personal Power*, Sydney: GOKO Publishing, 2015, ISBN: 9781613397626

### **Recommended**

**Jean-Etienne Joullie and Robert Spillane**, *The Philosophical Foundations of Management Thought*, Maryland: Lexington Books, 2015, ISBN: 9780739186022

**R.Spillane**, *Entertaining Executives (A Play)*, GOKO Publishing, 2015

For information on textbook prices and online ordering, please refer to the Co-Op Bookshop webpage at <http://www.coop.com.au>

### **Additional Readings**

There are also many books which provide accounts of the lives and thoughts of the great philosophers. Some readable examples follow.

**D. Collinson**, *Fifty Major Philosophers*, Routledge, 1988

**D.E. Cooper**, *World Philosophies: An Historical Introduction*, Blackwell, 1996

**F. Copleston**, *A History of Philosophy*, Doubleday, 1994 (9 volumes)

**D. Hamlyn**, *The Penguin History of Western Philosophy*, Penguin, 1987

**Bryan Magee**, *The Great Philosophers*, Oxford, 1989

**R. Marks, B. Marks and R. Spillane**, *Funny Business: Management Unmasked*, GOKO Publishing, 2017

**A. O'Hear**, *What Philosophy Is*, Penguin, 1985

**R. Scruton**, *Modern Philosophy*, Mandarin, 1996

**J. Shand**, *Philosophy and Philosophers: An Introduction to Western Philosophy*, McGill, 1993

**R. Solomon and K. Higgins**, *A Short History of Philosophy*, Oxford, 1996

**MGSM iLearn** The web page for this unit can be found at: <https://ilearn.mq.edu.au/login/MGSM>

## Unit Schedule

**Monday Weekly Class** - 9am - 1pm (Starts: 24 June 2019)

**Block class** - 9am to 5pm on the following dates: 13, 14, 26, 27, 28 July 2019

### **Unit Topics**

Philosophies discussed in lectures include: Greek rationalism; Machiavellianism; Cartesian Dualism; British Empiricism; Logical Positivism; German Romanticism; Marxism; Existentialism.

### **Unit objectives**

- a) To compare and contrast philosophical perspectives by which people have attempted to understand the world, themselves and each other.
- b) To demonstrate that the field of management theory, whilst of recent origin, necessarily draws on a wide range of ancient wisdom.
- c) To encourage in students a sensitivity to language and so provide basic linguistic skills for the critical analysis of management theories and practices.
- d) To demonstrate that there is nothing as practical as a good theory.

*The real object of lecturing is not to communicate information but to try to plant germinal ideas in the mind and to arouse curiosity, not to satisfy it. A lecture ought not to be a handing over of coined thoughts to be stored away in mental strong boxes ... what one tries to do in a lecture is to make a subject appear charming and interesting; to tempt one's hearers to look into themselves; to sweep away the dreary tissue of unnecessary and useless knowledge in which many books involve a person and to present ideas in attractive form."* (A.C. Benson)

### **Required work in MGSM880**

Students are required to:

- a) prepare for and participate in seminars;
- b) participate in group presentation (25% of total mark);
- c) submit a group report (25% of total mark);
- d) complete a class quiz (10% of total mark);
- e) complete a three-hour, closed-book examination (40% of total mark).

## Policies and Procedures

Macquarie University policies and procedures are accessible from [Policy Central](https://staff.mq.edu.au/work/strategy-planning-and-governance/university-policies-and-procedures/policy-central) (<https://staff.mq.edu.au/work/strategy-planning-and-governance/university-policies-and-procedures/policy-central>). Students should be aware of the following policies in particular with regard to Learning and Teaching:

- [Academic Appeals Policy](#)
- [Academic Integrity Policy](#)
- [Academic Progression Policy](#)
- [Assessment Policy](#)
- [Fitness to Practice Procedure](#)
- [Grade Appeal Policy](#)
- [Complaint Management Procedure for Students and Members of the Public](#)
- [Special Consideration Policy](#) (**Note:** *The Special Consideration Policy is effective from 4 December 2017 and replaces the Disruption to Studies Policy.*)

Undergraduate students seeking more policy resources can visit the [Student Policy Gateway](https://students.mq.edu.au/support/study/student-policy-gateway) (<https://students.mq.edu.au/support/study/student-policy-gateway>). It is your one-stop-shop for the key policies you need to know about throughout your undergraduate student journey.

If you would like to see all the policies relevant to Learning and Teaching visit [Policy Central](https://staff.mq.edu.au/work/strategy-planning-and-governance/university-policies-and-procedures/policy-central) (<https://staff.mq.edu.au/work/strategy-planning-and-governance/university-policies-and-procedures/policy-central>).

## Student Code of Conduct

Macquarie University students have a responsibility to be familiar with the Student Code of Conduct: <https://students.mq.edu.au/study/getting-started/student-conduct>

## Results

Results published on platform other than [eStudent](#), (eg. iLearn, Coursera etc.) or released directly by your Unit Convenor, are not confirmed as they are subject to final approval by the University. Once approved, final results will be sent to your student email address and will be made available in [eStudent](#). For more information visit [ask.mq.edu.au](https://ask.mq.edu.au) or if you are a Global MBA student contact [globalmba.support@mq.edu.au](mailto:globalmba.support@mq.edu.au)

## Student Support

Macquarie University provides a range of support services for students. For details, visit <http://students.mq.edu.au/support/>

## Learning Skills

Learning Skills ([mq.edu.au/learningskills](https://mq.edu.au/learningskills)) provides academic writing resources and study strategies to improve your marks and take control of your study.

- [Workshops](#)
- [StudyWise](#)
- [Academic Integrity Module for Students](#)
- [Ask a Learning Adviser](#)

## Student Services and Support

Students with a disability are encouraged to contact the [Disability Service](#) who can provide appropriate help with any issues that arise during their studies.

## Student Enquiries

For all student enquiries, visit Student Connect at [ask.mq.edu.au](http://ask.mq.edu.au)

If you are a Global MBA student contact [globalmba.support@mq.edu.au](mailto:globalmba.support@mq.edu.au)

## IT Help

For help with University computer systems and technology, visit [http://www.mq.edu.au/about\\_us/offices\\_and\\_units/information\\_technology/help/](http://www.mq.edu.au/about_us/offices_and_units/information_technology/help/).

When using the University's IT, you must adhere to the [Acceptable Use of IT Resources Policy](#). The policy applies to all who connect to the MQ network including students.

## Graduate Capabilities

### PG - Capable of Professional and Personal Judgment and Initiative

Our postgraduates will demonstrate a high standard of discernment and common sense in their professional and personal judgment. They will have the ability to make informed choices and decisions that reflect both the nature of their professional work and their personal perspectives.

This graduate capability is supported by:

### Learning outcomes

- (a) apply philosophical perspectives to the task of leading, motivating and communicating effectively across diverse teams in an organisation;
- (b) apply various forms of critical reflection to management decision making;
- (c) use different philosophical perspectives to respond appropriately to a wide range of different cultures and perspectives;
- (d) evaluate their own attitudes to ethical, social and environmental factors which affect an organisation, through a comparative analysis of Western ethical systems.

### Assessment tasks

- Group Work
- Class Quiz



- Final Examination

## PG - Discipline Knowledge and Skills

Our postgraduates will be able to demonstrate a significantly enhanced depth and breadth of knowledge, scholarly understanding, and specific subject content knowledge in their chosen fields.

This graduate capability is supported by:

### Learning outcomes

- (a) apply philosophical perspectives to the task of leading, motivating and communicating effectively across diverse teams in an organisation;
- (b) apply various forms of critical reflection to management decision making;
- (c) use different philosophical perspectives to respond appropriately to a wide range of different cultures and perspectives;
- (d) evaluate their own attitudes to ethical, social and environmental factors which affect an organisation, through a comparative analysis of Western ethical systems.

### Assessment tasks

- Group Work
- Class Quiz
- Final Examination

## PG - Critical, Analytical and Integrative Thinking

Our postgraduates will be capable of utilising and reflecting on prior knowledge and experience, of applying higher level critical thinking skills, and of integrating and synthesising learning and knowledge from a range of sources and environments. A characteristic of this form of thinking is the generation of new, professionally oriented knowledge through personal or group-based critique of practice and theory.

This graduate capability is supported by:

### Learning outcomes

- (a) apply philosophical perspectives to the task of leading, motivating and communicating effectively across diverse teams in an organisation;
- (b) apply various forms of critical reflection to management decision making;
- (c) use different philosophical perspectives to respond appropriately to a wide range of different cultures and perspectives;
- (d) evaluate their own attitudes to ethical, social and environmental factors which affect an organisation, through a comparative analysis of Western ethical systems.

## **Assessment tasks**

- Group Work
- Class Quiz
- Final Examination

## **PG - Research and Problem Solving Capability**

Our postgraduates will be capable of systematic enquiry; able to use research skills to create new knowledge that can be applied to real world issues, or contribute to a field of study or practice to enhance society. They will be capable of creative questioning, problem finding and problem solving.

This graduate capability is supported by:

### **Learning outcomes**

- (a) apply philosophical perspectives to the task of leading, motivating and communicating effectively across diverse teams in an organisation;
- (b) apply various forms of critical reflection to management decision making;
- (c) use different philosophical perspectives to respond appropriately to a wide range of different cultures and perspectives;
- (d) evaluate their own attitudes to ethical, social and environmental factors which affect an organisation, through a comparative analysis of Western ethical systems.

## **Assessment tasks**

- Group Work
- Class Quiz
- Final Examination

## **PG - Effective Communication**

Our postgraduates will be able to communicate effectively and convey their views to different social, cultural, and professional audiences. They will be able to use a variety of technologically supported media to communicate with empathy using a range of written, spoken or visual formats.

This graduate capability is supported by:

### **Learning outcomes**

- (a) apply philosophical perspectives to the task of leading, motivating and communicating effectively across diverse teams in an organisation;
- (b) apply various forms of critical reflection to management decision making;
- (c) use different philosophical perspectives to respond appropriately to a wide range of

different cultures and perspectives;

- (d) evaluate their own attitudes to ethical, social and environmental factors which affect an organisation, through a comparative analysis of Western ethical systems.

## Assessment tasks

- Group Work
- Class Quiz
- Final Examination

## PG - Engaged and Responsible, Active and Ethical Citizens

Our postgraduates will be ethically aware and capable of confident transformative action in relation to their professional responsibilities and the wider community. They will have a sense of connectedness with others and country and have a sense of mutual obligation. They will be able to appreciate the impact of their professional roles for social justice and inclusion related to national and global issues

This graduate capability is supported by:

## Learning outcomes

- (a) apply philosophical perspectives to the task of leading, motivating and communicating effectively across diverse teams in an organisation;
- (b) apply various forms of critical reflection to management decision making;
- (c) use different philosophical perspectives to respond appropriately to a wide range of different cultures and perspectives;
- (d) evaluate their own attitudes to ethical, social and environmental factors which affect an organisation, through a comparative analysis of Western ethical systems.

## Assessment tasks

- Group Work
- Class Quiz
- Final Examination

## Alignment of this unit with MGSM's mission-driven attributes

**Leadership:** The unit explores philosophical approaches to leadership

**Global mindset:** The unit emphasises cross-cultural differences in management practices and values

**Citizenship:** The unit allows learners to evaluate their attitude to citizenship through a comparative analysis of Western ethical systems

**Creating sustainable value:** The unit assists the understanding of the philosophical status of

Western values.

## **Attendance Policy (MGSM)**

The interactive environment of the classroom is central to the MGSM experience. Students are required to attend the full duration of all classes for the units in which they are enrolled. We recognise that exceptional circumstances may occur, such as unavoidable travel on behalf of your organization or the serious illness or injury of you or a close family member. Special consideration may be given for a maximum of 20% non-attendance for such circumstances as long as lecturers are contacted in advance, and supporting documentation provided, to request exemption from attendance. Failure to abide by these conditions may result in automatic withdrawal, with academic and/or financial penalty. The full Student Attendance Policy is published in the MGSM Student Handbook at <https://students.mgsm.edu.au/handbook>

## **Content Disclaimer**

The content of this unit is provided for educational purposes only and no decision should be made based on the material without obtaining independent professional advice relating to the particular circumstances involved.