

Introduction to Management (F710378)

Course size *(nominal values; actual values may depend on programme)*

Credits 5.0 **Study time 150 h**

Course offerings and teaching methods in academic year 2025-2026

A (semester 2)	Dutch	Gent	independent work seminar lecture
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Lecturers in academic year 2025-2026

Desmidt, Sebastian	EB23	lecturer-in-charge
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Offered in the following programmes in 2025-2026

	crdts	offering
Bachelor of Science in Communication Science	5	A
Bachelor of Science in Public Administration and Management	5	A

Teaching languages

Dutch

Keywords

Planning, organizing, leadership, control, management, management domains.

Position of the course

The goal of management lies in the formulation and realization of organizational goals in often complex and dynamic environments. In order to understand how organizations can realize this ambition, students need to gain insights on the building blocks of organizations, the different functions within an organization, how these functions need to interact to generate value, and how these interaction processes can be organized and managed. Hence, the course "Introduction to management" aims at providing students an overview of the academic fields of management, and the academic foundations supporting these research fields. However, students will not only gain insight in the core elements of management, the functional management domains, essential management skills and the competences necessary to manage an organization but will also be challenged to use these insights to reflect critically on specific management issues. When discussing these issues, the relationship with the specific environment of public and socialprofit organizations will be discussed.

Contents

- Part 1. Organisations, managers en management
 - 1.1 Managers and management: essentials and characteristics
 - 1.2 Theoretical perspectives on organisations and management
- Part 2: Managementcycle
 - 2.1: Planning
 - 2.2: Organizing
 - 2.3: Leadership
 - 2.4: Control
- Part 3: Generic management fields
 - 3.1. Strategic management
 - 3.2. Culture and change management

Initial competences

Final competences

- 1 To understand the different management theories and the components of the management process.
- 2 To be able to define and situate the core theoretical concepts of management.
- 3 To understand the relationship between management theories and the management process.
- 4 To be able to analyze management problems of public and social profit organizations based on management theory.
- 5 Address a management problem from different theoretical perspectives.
- 6 To understand the historical theoretical development of the academic field 'management'.
- 7 To be able to use knowledge on management theory and management concepts to analyze cases.

Conditions for credit contract

Access to this course unit via a credit contract is unrestricted: the student takes into consideration the conditions mentioned in 'Starting Competences'

Conditions for exam contract

This course unit cannot be taken via an exam contract

Teaching methods

Seminar, Lecture, Independent work

Extra information on the teaching methods

Students gain insights into the theoretical foundations of management through lectures. During these students have to apply these theoretical insights to real-life situations through critical analysis of examples and cases. Consequently, based on these insights and competences students have to prepare an essay. The process is monitored through a series of individual and collective feedback sessions.

Study material

Type: Handbook

Name: Management van organisaties. Een caleidoscopische blik

Indicative price: € 49

Optional: no

Language : Dutch

Author : Vallet, N.

ISBN : 978-9-46414-359-1

Number of Pages : 451

Oldest Usable Edition : 2d edition

Online Available : No

Available in the Library : No

Available through Student Association : Yes

Usability and Lifetime within the Course Unit : intensive

Usability and Lifetime within the Study Programme : one-time

Usability and Lifetime after the Study Programme : not

References

Schermerhorn, J., Introduction to management. 2013. Wiley, p. 624

Course content-related study coaching

Students are mainly supported by internet applications. They offer the opportunity to download extra texts, additional examples and transparencies used during the lectures. The instructor is also available for any additional course support, both by email and by appointment.

Assessment moments

end-of-term and continuous assessment

Examination methods in case of periodic assessment during the first examination period

Written assessment with open-ended questions

Examination methods in case of periodic assessment during the second examination period

Written assessment with open-ended questions

Examination methods in case of permanent assessment

Assignment

Possibilities of retake in case of permanent assessment

examination during the second examination period is possible

Extra information on the examination methods

First exam period

- Assignment/essay: 20% - Write 3 short papers
- Period evaluation: 80% - Written examination

Second exam period:

- Assignments: 20% - Write 3 short papers
- Period evaluation: 80% - Written examination

Calculation of the examination mark

Two segments:

- Period examination: 80%
- Assignment/essay: 20%

Students have to take part in both segments to be able to pass the course. If a student does not partake in both segments and the average of both segments results in a score of 10/20 or higher, the score will be reduced to 9/20 (the highest non passing grade).