

Business Management

Code: 104006
ECTS Credits: 6

Degree	Type	Year	Semester
2502501 Prevention and Integral Safety and Security	OB	2	1

The proposed teaching and assessment methodology that appear in the guide may be subject to changes as a result of the restrictions to face-to-face class attendance imposed by the health authorities.

Contact

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Use of Languages

Principal working language: spanish (spa)
Some groups entirely in English: No
Some groups entirely in Catalan: No
Some groups entirely in Spanish: Yes

Teachers

Daniel Blabia Girau

Prerequisites

Organizational systems are not an end in itself, but a "medium" that has to effectively help the achievement of the company's objectives. This statement puts us online to understand the reasons why such radical changes are taking place in the organizational design of companies. We still have in our head and in our schemes, although it is difficult to recognize, the premises of the "traditional organization", based on three paradigmatic ones: the cult of the hierarchical structure, the domination of the bureaucracy and the rigidity of the job, all of them adorned by the "paternalistic" concept

How Mr. Raymond Carr says very well "The old industrial model of large organizational groups of people performing specialized tasks with a centralized coordination, made sense in the economy of most of this century. But today it has less and less meaning. It is too expensive and unwieldy »

It is necessary to discover new and daring approaches that meet the needs of the business and the aspirations of people. Where to find the key, the axis of these new approaches? The key is offered to us, as it happens whenever we think with simplicity and common sense, "the person" and the deep ethic in the management.

The versatile person, with due training, within their natural field of knowledge and experience, integrated into a work team and with an overall vision, is the only one that can offer flexibility to the organization and speed of response. The concrete formulas that propitiate this new conception are many and varied, but without losing sight of the fact that tools, however new and appropriate they may be, are "dependent" variables, that is, they have to be put at the service of the underlying scheme, of ideas, which are, in short, those that give meaning to all actions and those that really solve problems.

Consistently, there is a need to promote ethical coherence in and from business management, an indispensable condition to face the current social demand. That is why such ethical coherence has to be a long-term strategic priority and must be planned and measured as such, not forgetting the existence of important obstacles for its promotion, the main thing being the split in the company between its ethical dimension and the economic dimension.

The subject will review -as it can not be otherwise- the functional departments at the time which proposes alternatives for a less "Taylorist" management, incrusting issues related to people and the ethical dimension, both within the situations analyzed and in a specific way.

Objectives and Contextualisation

The training objectives of the subject are:

1. Put the foundations of a general or strategic direction of the modern business activity, respectful with the environment and ethically sustainable.
2. To give an in-depth vision of all the functional areas of the business organization: financial, commercial, operations, information technology and human resources management, influencing decision-making in the current context of extreme environmental variability.
3. Achieve sufficient knowledge to be able to exercise management and management functions of both public and private institutions or to start an entrepreneurial activity.
4. Development of practical cases in the environment of these concepts

Competences

- Be able to adapt to unexpected situations.
- Carry out analyses of preventative measures in the area of security.
- Contribute to decisions on investment in prevention and security.
- Efficiently manage technology in security operations.
- Evaluate the technical, social and legal impact of new scientific discoveries and new technological developments.
- Generate innovative and competitive proposals in research and in professional activity developing curiosity and creativity.
- Maintain a positive attitude with respect to professional and personal growth.
- Respond to problems applying knowledge to practice.

Learning Outcomes

1. Apply the basic of economics and finance necessary for evaluating the management processes of systems present in the prevention and security sector.
2. Be able to adapt to unexpected situations.
3. Diagnose the situation of integral security in companies and organisations.
4. Evaluate the technical, social and legal impact of new scientific discoveries and new technological developments.
5. Formulate strategies of company management.
6. Generate innovative and competitive proposals in research and in professional activity developing curiosity and creativity.
7. Maintain a positive attitude with respect to professional and personal growth.
8. Respond to problems applying knowledge to practice.

Content

The sections in which the subject is divided are the following:

1. The company and its surroundings
2. The functional division
3. Human Resources (embedded in all functional divisions)
4. Business ethics (embedded in all functional divisions)

Methodology

Students will participate in an online business simulation.

The complete syllabus of the subject available on the Moodle platform will be available and, for each topic, a series of questions will be opened in order to carry out the online tutoring where the student will be encouraged to participate remotely.

The autonomous activities correspond to both the personal study and the resolution of the exercises, jobs and business cases raised by the teacher. Each student will have to look for documentation of topics related to the subject matter of the study and add personal consolidation works on the subject syllabus.

The use of legal sources of knowledge acquisition is strongly recommended and the abuse of "Cutting and pasting" is strongly discouraged. There are computer tools that reveal these habits and that may occur in the non-correction of it.

Tutorials with the faculty will be arranged by email.

Activities

Title	Hours	ECTS	Learning Outcomes
Type: Directed			
Online lecturers with students active participation	6	0.24	2, 1, 3, 8, 5, 6, 7, 4
Type: Supervised			
Active participation on subject's online forums	24	0.96	2, 1, 3, 8, 5, 6, 7, 4
Type: Autonomous			
Business simulator case solving	30	1.2	2, 1, 3, 8, 5, 6, 7, 4
Personal study	30	1.2	2, 1, 3, 8, 5, 6, 7, 4
Research and suggested readings for simulator and class purposes	54	2.16	2, 1, 3, 8, 5, 6, 7, 4

Assessment

The evaluation will be divided into three parts:

1) Test of assimilation by subject: Throughout the course through the Moodle platform multiple response tests will be done after each subject to measure the assimilation of knowledge. All the tests will have the same final value and one not presented to one of them is equivalent to an NP. As it is understood that everyone can have a fateful day, the worst grade obtained from all of them will not be considered for the final calculation.

2) Individual resolution of business cases: Coinciding with the end of the topics discussed will be proposed to the students a business case for reflection and resolution individually. The rating of said case will be based on the document uploaded to the Moodle platform.

These cases will be available at least 1 month before the deadline for the Moodle platform, this being the only way to accept student work. This cancels email as a way of delivering jobs to the teacher. Likewise, to guarantee the absence of computer threats, no file format other than the free and portable Portable Digital Format (PDF) will be accepted. Students are asked not to test this teacher at this point because no excuses will be accepted

3) Final in-person test: At the end of the course a theoretical-practical test will be done on the contents worked on. The content of this test will be a score of questions with multiple answers, a couple of questions that require brief definitions, one or two numerical problems and a topic to be developed to choose among several options.

4) Final examination of recovery: An extraordinary recovery exam will be carried out for people who do not exceed the grade of 5 in the weighted calculation of the 3 previous tests. Its format will be similar to that of the final Test.

The final grade will be obtained by applying the result of the calculation:

$0.3 \times (\text{Average of notes 1}) + 0.3 \times (\text{Average of notes 2}) + 0.4 \times (\text{Note 3})$

Data:

Students are reminded that their worst grade in the series will not be included in the calculations of 1 and 2. To execute the calculation, you must have an arithmetic mean equal to or greater than 4.5 in points 1 and 2 and the same grade in the final test. For example, if a student has the following grades after calculating their respective arithmetic means of 1 and 2:

(1) assimilation test by topic (30%) = 6

(2) Individual resolution of business cases (30%) = 5

(3) Final face-to-face test (40%) = 4.3

Theoretically, the final grade would be $5 \times (0.3) + 5 \times (0.3) + 4.3 \times (0.4) = 5.02$

He is an approved theorist, but since the value (3) < 4.5 the calculation would not be made and the student should be presented to the final exam of recovery.

Those who wish to improve their qualifications can also choose to take the extraordinary exam.

Without prejudice to other disciplinary measures deemed appropriate, and in accordance with current academic regulations, irregularities committed by a student that may lead to a variation of the grade will be scored with a zero (0).

For the activities it is recommended the use of legal sources of knowledge acquisition and the plagiarism or the abuse of the "Cutting and pasting" is strongly discouraged. There are computer tools that reveal this habit and that can happen in the non-correction of the work, exercise or practical case.

In case of not passing the subject according to the aforementioned criteria (continuous evaluation), a recovery test may be done on the date scheduled in the schedule, and it will cover the entire contents of the program.

To participate in the recovery the students must have been previously evaluated in a set of activities, the weight of which equals a minimum of two thirds of the total grade of the subject. However, the qualification that will consist of the student's file is a maximum of 5-Approved.

Students who need to change an evaluation date must submit the request by filling in the document that you will find in the moodle space of Tutorial EPSI.

Without prejudice to other disciplinary measures deemed appropriate, and in accordance with current academic regulations, "in the event that the student makes any irregularity that could lead to a significant variation in the grade of an evaluation act, it will be graded with a 0. This evaluation act, regardless of the disciplinary process that can be instructed. In case of various irregularities occur in the evaluation acts of the same subject, the final grade of this subject will be 0".

The tests / exams may be written and / or oral at the discretion of the teaching staff.

Assessment Activities

Title	Weighting	Hours	ECTS	Learning Outcomes
Final test	40	2	0.08	2, 1, 3, 8, 5, 6, 7, 4
Individual Business case solving	30	2	0.08	2, 1, 3, 8, 5, 6, 7, 4
Simulation Evidence set (Test, results, participation and final report)	30	2	0.08	2, 1, 3, 8, 5, 6, 7, 4

Bibliography

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- CESIM Simulator Material
- European Commission (EC) http://ec.europa.eu/index_en.htm
- IMF www.imf.org/external/index.htm
- World Bank www.worldbank.org/
- ICOR www.theicor.org/
- AMR www.amrresearch.com/
- Supply Chain Council <http://supply-chain.org/>
- The economist www.economist.com
- UBS www.ubs.com
- IDC www.idc.com
- Roland Berger www.rolandberger.es/
- PRMT Management Consultants www.prtm.com/
- Forrester www.forrester.com/rb/research
- Financial Statements Shell Oil Inc. www.shell.com/
- Global Commerce Initiative www.gs1-germany.de/gci/content/