



The curriculum for this stage of students' education has been designed to allow students to investigate how managers can organise and achieve business objectives. In this unit, students will explore how organisations, operating in a changing environment, use managers and employees to achieve objectives. This will include the importance of leadership, how employees and managers interact in the workplace and the impact that different organisational structures have on managers and employees. Students will study the role of management and contrast this with that of leadership.

<p>HALF TERM 1: INVESTIGATE THE ROLE OF MANAGERS AND LEADERS STUDENTS MUST KNOW: The roles of managers: Planning, reporting, organising and monitoring Approaches to problem solving: FOCUS and business canvas models The role of leaders: Vision, motivation, building teams, adapting a business The difference between leaders & managers: Transformational v transactional, people v operational focus and risk seeking vs risk minimising Types of change: Internal, external, incremental and disruptive Force field analysis: Examples of the PEST factors that affect decisions</p> <p>HOW THIS WILL BE ASSESSED: Case study questions in lesson, end of topic test, external examination in June 2021.</p>	<p>HALF TERM 2: FACTORS AFFECTING EMPLOYEE PERFORMANCE STUDENTS MUST KNOW: Types of organisational structures: Tall, flat, centralised, decentralised, matrix and hierarchical Assessments of organisational structures: Advantages and disadvantages of organisational types Impact of structure on performance: Where are decisions made and how does communication change?</p> <p>HOW THIS WILL BE ASSESSED: Case study questions in lesson, end of topic test, external examination in June 2021.</p>	<p>HALF TERM 3: I FACTORS AFFECTING EMPLOYEE PERFORMANCE STUDENTS MUST KNOW: Factors affecting employee motivation: Financial and non-financial methods Johnson and Scholes Cultural Web: The impact of culture on employees Content theories of motivation: Herzberg and Maslow Process theories of motivation: Locke and Vroom The impact of motivational methods on employees The factors that affect the performance of teams: Business vision, organisational culture, skills, personality types, team member goals and motivation, availability of resources</p> <p>HOW THIS WILL BE ASSESSED: Case study questions in lesson, end of topic test, external examination in June 2021.</p>
<p>HALF TERM 4: THE ABILITY OF MANAGERS TO LEAD STUDENTS MUST KNOW: The Tannenbaum & Schmidt leadership continuum The different motivational needs of employees How the leadership styles used by managers depends on motivational needs The types of power: Position power, legitimate power and personal power The benefits of using empowerment: Motivation and performance</p> <p>HOW THIS WILL BE ASSESSED: Case study questions in lesson, end of topic test, external examination in June 2021.</p>	<p>HALF TERM 5: ORGANISATIONAL CHANGE STUDENTS MUST KNOW: The types of organisational change: Cultural, strategic, structural, procedural The factors that resist change: Self-interest, lack of trust, tolerance for change and different assessment of change How to implement change by using the ADKAR model The impact of financial and operational constraints on the ability to implement change</p> <p>HOW THIS WILL BE ASSESSED: Case study questions in lesson, examination papers and external examination in June 2021.</p>	<p>HALF TERM 6: REVISION FOR EXAMINATION STUDENTS MUST KNOW: How to apply knowledge and understanding of the roles of managers and leaders How to apply knowledge and understanding of the factors that affect employees How to assess the ability of managers and leaders to lead employees How to evaluate the use of leadership and empowerment</p> <p>HOW THIS WILL BE ASSESSED: Case study questions in lesson, end of topic test, external examination in June 2021.</p>

Embedding this knowledge can be supported at home by revising key management and leadership terms, watching/reading news articles on examples of business behaviour, completing past papers from the AQA Applied General Business website (<https://www.aqa.org.uk/subjects/business/applied-general/business/assessment-resources>) and completing the management revision guide.