**Scheme of Work: IB Business Management Yr2 (Upper Sixth) 2017-18**

**CHRISTMAS TERM**

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| Wk | Topic | Amplification | HL | Possible Resources | Key Terms | TOK |
| 1 | Year 2 Outline  The 6 concepts  **Internal & External Assessment** | Review course and assessment structure | **HL** | Lomine p. iii-iv; **397-412**  IB Business Management Guide | Assessment objectives |  |
| 2 | The Functions & Evolution of HRM (2.1)  **Organisational and corporate cultures (2.5)** | Workforce planning & The HR Plan  Changes in work patterns and practices  Impact of innovation, ethical considerations  **Types of organisational culture** | **HL** | Lomine p. 94-115  Stimpson & Smith 2nd Ed  p. 119-142  **Lomine p. 147-149**  **Stimpson & Smith p. 194-197** | Workforce planning, labour turnover, recruitment, appraisal, job description, person specification, selection process, induction, on-the-job, off-the-job training, termination, dismissal, redundancy, outsourcing, offshoring  **Organisational (corporate) culture, power/role /task/person culture, entrepreneurial culture** | To what degree should businesses resist workforce planning and instead base HR on the strengths/weaknesses of its existing workforce? |
| 3 | Organisational Structure (2.2)  **Organisational and corporate cultures (2.5)** | Organisation charts, including types  Changes in organisational structures  Communication  **Culture clashes**  **Organisational culture and individuals** | **HL** | Lomine p. 117-125  Stimpson & Smith p. 142-160  **Lomine p. 150-152**  **Stimpson & Smith p. 198-204** | Organisational charts, levels of hierarchy, chain of command, span of control, centralisation, decentralisation, delegation, bureaucracy, de-layering, tall/ flat structure, matrix structure, shamrock, by hierarchy/region/function/product  **(see Wk 3 HL above)** | Why can organisational charts be misleading?  **Culture cannot be seen, heard, smelled, tasted or touched, only behaviour can. Is it correct to speak of culture at all?** |
| 4 | Leadership and management (2.3)  **Employer and employee relations (2.6)** | Key functions of management  Leadership styles  Ethical considerations; cultural differences  **Collective bargaining & sources of conflict** | **HL** | Lomine p. 127-133  Stimpson & Smith p. 161-173  **Lomine p. 155-157**  **Stimpson & Smith p. 205-214** | Manager, leadership, autocratic/ paternalistic / democratic / situational / laissez-faire leadership. Ethical considerations, cultural differences.  **Trade (labour) union, industrial action, collective bargaining, single-union agreement, no-strike agreement, conciliation, arbitration, change management,** **industrial democracy, slowdown, lock-out** | To what degree is it misleading to claim that a manager and a leader are different? How helpful is this terminology?  **When looking out at the world, capitalists tend to see the world as composed of individuals. People of left-wing political persuasions generally see the world in groups: groups of capitalists, groups of workers etc. Which perspective is closer to the truth?** |
| 5 | Motivation (2.4)  **Employer and employee relations (2.6)** | Intrinsic and extrinsic motivation  Motivation theories  Motivation in practice  Approaches to conflict resolution  **Reasons for resistance to change** | **HL** | Lomine p. 135-145  Stimpson & Smith p. 174-193  **Lomine p. 158-160**  **Stimpson & Smith p. 215-223** | Intrinsic/extrinsic motivation, motivating factors, hygiene factors, self-actualisation, esteem, safety needs, job enrichment, salary, commission, piece work, fringe benefits, job enlargement/enrichment/redesign/ rotation, cell production, team working, empowerment  **(see Wk 4 HL above)** | Business & psychological studies of motivation assume that a ‘science’ to understanding human motivation is possible. To what degree is the science of motivation misleading? (at individual & group level) |
| 6 | ASSESSMENT WEEK | Revision & Assessment |  |  |  |  |
| 7 | **HALF TERM** |  |  |  |  |  |
| Wk | Topic | Amplification | HL | Possible Resources | Key Terms | TOK |
| 8 | The Role of Operations Management (5.1)  **Research and Development (5.6)** | ‘Operations’ & other business functions  Operations and production of goods & services  OM and sustainability  **Importance of R&D and Factors affecting R&D**  **Types of innovation** | **HL** | Lomine p. 339-345  Stimpson & Smith p. 460-468  **Lomine p. 534-543** | The transformation process, added value, ecological/social/economic sustainability, triple bottom line  **Innovation, R&D, invention, intellectual property, product/process/positioning / paradigm innovation, adaptive/ innovative creativity, copyright, trademark, patent** | Is Operations Management an art or a science?  **What is the role of creativity, imagination and emotion in a business context?** |
| 9 | Production Methods (5.2)  **Lean production and quality management (5.3)** | Job, Batch & Mass Production  Cellular manufacturing  Changing production methods  **Defining lean production**  **Methods of lean production** | **HL** | Stimpson & Smith p. 469-476  **Lomine p. 480-489** | Job/batch/mass/flow production, cellular manufacturing, mass customisation.  **Lean production, productivity, Kaizen, Just-in-time (JIT), Kanban, andon, cradle-to-cradle (C2C)** | Is there always an ideal production method? |
| 10 | Production Methods (5.2)  **Lean production and quality management (5.3)**  **Production Planning (5.5)** | Changing production methods  Deciding on most suitable method  **Quality control and quality assurance**  **TQM**  **Quality standards**  **The supply chain process**  **JIT and JIC** | **HL**  **HL** | Lomine p. 303-312  Stimpson & Smith p. 477-479  **Lomine p. 490-500**  **Lomine p. 517-520** | See Wk 2 above  **Quality product, quality standards, quality control, quality assurance, benchmarking, quality circles, TQM, internal customers, zero defects, ISO 9000**  **Supply chain, stock (inventory), just-in-time stock control, just-in-case stock control,** | **Can quality be objectively measured?**  **Does the notion of “good quality” change over time or over place, or is it universal?**  **Is it possible to draw an exhaustive supply chain diagram?** |
| 11 | Location (5.4)  **Production Planning (5.5)** | Factors in locating a business  Impact of globalization on location  Outsourcing; Offshoring  **Stock control**  **Capacity utilisation; productivity rate** | **HL** | Lomine p. 334-335  Stimpson & Smith p. 501-516  **Lomine p. 521-533** | Optimal location, labour pool, quantitative factors, qualitative factors, outsourcing, subcontracting, offshoring, in-housing/ insourcing, reshoring  **economic order quantity (EOQ), buffer stock, re-order quantity, lead time, re-order level, capacity utilisation, full capacity, excess capacity, productivity, level of production** | Can business leaders always anticipate the impacts of decisions to relocate?  **Are the Capacity Utilisation Rate and the Productivity Rate always open to interpretation?** |
| 12 | Review of Unit 5 – Operations Management  **Crisis management and contingency planning (5.7)** | Revision  **Crisis management**  **contingency planning** | **HL** | Lomine p. 339-396  Stimpson & Smith p. 353-363  **Lomine p. 392-396**  **Stimpson & Smith p. 544-549** | **Contingency planning, crisis management,** | **Can the hypothetical scenarios of contingency planning be the same as a real crisis?**  **Can a business plan for a crisis?** |
| 13 | Review of Unit 2 – HRM | Revision; Work plan for Xmas break |  | Lomine p. 247-338 |  |  |
| 14 | ASSESSMENT WEEK | Assessment & Review |  |  |  |  |
|  | **CHRISTMAS BREAK** |  |  |  |  |  |

**SPRING TERM (Jan 08- Mar 23 2018)**

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| Wk | Topic | Amplification | HL | Possible Resources |
| 1 | Unit 1 Revision | Business Organisation & Environment |  |  |
| 2 | Unit 3 Revision | Finance & Accounts |  |  |
| 3 | Unit 4 Revision | Marketing |  |  |
| 4 | Paper 1 Case Study Analysis |  |  |  |
| 5 | ASSESSMENT WEEK | Assessment & Review |  |  |
| 6 | **HALF TERM** |  |  |  |
| 7 | Revision |  |  |  |
| 8 | Revision |  |  |  |
| 9 | Revision |  |  |  |
| 10 | Revision |  |  |  |
| 11 | ASSESSMENT WEEK- Final Mock Exams | Assessment & Review |  |  |
|  | **EASTER BREAK** |  |  |  |

**SUMMER TERM (Apr 16 – Jun 29 2017)**

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| 1 | Revision |  |  |  |
| 2 | Revision | Bus Management Exam Paper 1: Friday 28 April |  |  |
| 3 | IB Exams | Bus Management Exam Paper 2: Mon 30 April |  |  |
| 4 | IB Exams |  |  |  |
| 5 | End of Course |  |  |  |
| 6 | **HALF TERM** |  |  |  |
| 7-10 | n/a |  |  |  |
|  | **SUMMER HOLIDAY** |  |  |  |