

The Manchester MBA

Elective: **Managing People, Performance and Workplace Behaviour**

MANCHESTER
1824

The University of Manchester
Alliance Manchester Business School

People and relationships are at the heart of organisational success. Employers increasingly value soft skills and the ability to understand others as essential for leaders. However, we often do not have the opportunity to learn about these skills or reflect upon our behaviours.

This elective provides a practical and evidence-based understanding of workplace psychology and behaviour, helping leaders better understand how to manage yourself and how to manage others towards success.

Drawing on key theories and frameworks from organisational behaviour (OB) and organisational psychology (OP), you will explore the factors that influence how people think, feel and behave at work. This elective will also be an opportunity to reflect on what factors have led to your career success and how to use psychological theory to plan your future success.

Topics include leadership and influence, teamwork, personality and emotions, conflict and negotiation, ethical decision-making, career development, and the evolving relationship between technology and work.

The course combines academic insight with practical application, encouraging you to reflect on your own workplace experiences while examining real-world organisational challenges.

How you'll benefit



Strengthen Your Leadership Impact:

Learn how leadership and influence shape workplace behaviour and team performance.



Enhance Self-Awareness and Professional Effectiveness: Reflect on your own behaviours, strengths and development areas to support long-term career success.



Understand What Drives People at Work:

Develop practical insights into motivation, personality, emotions and employee behaviour.



Navigate Workplace Challenges:

Apply psychological and behavioural frameworks to manage conflict, negotiations and ethical decision-making.

Delivery method

This six-month elective is delivered exclusively in Manchester and is available to students on the 18-month Full-time MBA programme. Learning takes place through weekly face-to-face lectures, combining academic theory with practical discussion, case studies and interactive exercises to support ongoing professional development.



Kara Ng

Dr Kara Ng is a Senior Lecturer (Associate Professor) in Organisational Psychology at Alliance Manchester Business School and Unit Director for Managing People, Performance and Workplace Behaviour.

A Fellow of the Higher Education Academy, she is also the AMBS Early Career Researcher Development Academic Lead and PGR Divisional Co-ordinator for People, Management and Organisations.

Her research focuses on understanding negative workplace behaviours through a psychological lens, including workplace bullying, incivility, abusive supervision and counterproductive work behaviours.

Alongside publishing in top academic journals, Dr Ng has been invited to share her work in various media publications (e.g., BBC Radio 4, BBC Worklife, Raconteur, The Conversation). She has also worked as a speaker and research consultant with UK and European organisations, such as Accenture, the Health and Safety Executive, the European Court of Auditors, and the UK's Retail Trust.

Have any further questions about The Manchester MBA?



Please get in touch - mba@manchester.ac.uk

This document provides an example of the course content and faculty members who will be teaching this MBA course; however, details are subject to change.