



Republic of the Philippines

Department of Education

DepEd Complex, Meralco Avenue, Pasig City

STRENGTHENED SENIOR HIGH SCHOOL CURRICULUM
INTRODUCTION TO ORGANIZATION
AND MANAGEMENT
Grade 11

Course Description:

This course is designed to introduce the learners to the basic concepts, principles, and processes related to business organization, functional areas of management, and practices of ethical standards in the context of accountability and social responsibility of a business enterprise.

Elective: Academic

Prerequisite: None

Time Allotment: 80 hours per semester, 4 hours per week

Schedule: First Semester

Quarter 1: The Nature, Concept, and Function of Management

Content Standard:	Learners demonstrate an understanding of fundamental concepts, theories, and function of management including the role of business within their environments and the impact of external factors on organizational success for the promotion of inclusive practices and gender equality.	
Performance Standard:	The learners design an organizational structure with specified roles and responsibilities.	
	Learning Competencies	Content
	1. Discuss the fundamental concepts and theories of management	The Nature and Concept of Management <ul style="list-style-type: none"> ● Definition and Functions of Management ● Evolution of Management Theories and Key Contributors ● Functions, Roles, and Skills of a Manager
	2. Analyze the firm's environment using SWOT and PESTEL analyses	The Firm and its Environment <ul style="list-style-type: none"> ● Forms of Business Organization ● Environmental Elements and Environmental Scanning ● The Local and International Business Environment of the Firm

<p>3. Analyze the different functions of management</p> <p>4. Explain the importance of integrating inclusivity and gender equality in the methods of staffing</p>	<p>Planning</p> <ul style="list-style-type: none"> ● Definition and Nature of Planning ● Types of Plans ● Different Levels of Planning in the Firm ● Planning Techniques and Tools ● Application of Planning Tools and Techniques in Decision-making <p>Organizing</p> <ul style="list-style-type: none"> ● Nature of organizing ● Types of organizational structures ● Organization theories and application ● Delegation ● Formal & informal organizations <p>Staffing</p> <ul style="list-style-type: none"> ● Definition and nature of staffing ● Recruitment ● Selection ● Training and development ● Compensation and wages ● Performance evaluation/ appraisal ● Employee relations ● Employee movements <p>Rewards System</p>
<p>5. Differentiate between the roles, characteristics, and functions of a leader and a manager in various organizational contexts</p>	<p>Leading</p> <ul style="list-style-type: none"> ● Nature of Leadership and Leadership Style ● Leader versus Manager

6. Analyze the impact of communication, motivation, change management, and cultural diversity on leadership	<ul style="list-style-type: none"> ● Communication ● Motivation <p>Change Management and Cultural Diversity</p>
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Quarter 2: The Nature of Controlling, Concepts and Social Responsibilities of Small and Medium Enterprises (SMEs)

Content Standard:	Learners demonstrate understanding of control concepts and techniques and their relationship to management functions among small and medium enterprises while valuing social responsibility and sustainable business practices.	
Performance Standard:	The learners prepare any advocacy campaign material for an existing business, promoting ethical business practices integrating United Nations Sustainable Development Goals (SDGs).	
Learning Competencies		Content
1. Apply management control in an organization	<p>Controlling</p> <ul style="list-style-type: none"> ● Nature of Management Control ● Connection of Planning and Controlling ● Control Methods and Systems ● Application of Management Control in Accounting and Marketing Concepts and Techniques ● Importance of Budgets in Planning and Control 	
2. Analyze the scope and significance of the different functional areas of management in relation to controlling	<p>Introduction to the Different Functional Areas of Management</p> <ul style="list-style-type: none"> ● Human Resource Management ● Marketing Management ● Operations Management ● Financial Management ● Information & Communication Technology Management 	

<p>3. Discuss the legal foundations in managing business enterprises</p>	<p>Managing a Small and Medium Enterprises (SMEs)</p> <p>Legal Foundations on Business Enterprise</p> <ul style="list-style-type: none"> ● RA 9178 (An Act to Promote the Establishment of Barangay Micro Business Enterprise) ● RA 9501(An Act to Promote Entrepreneurship by Strengthening Development and Assistance Programs to Micro, Small and Medium Scale Enterprises)
<p>4. Discuss the business ethics concepts as well as the responsibilities and accountabilities of entrepreneurs toward stakeholders</p>	<p>Social Responsibility of Business Enterprises</p> <ul style="list-style-type: none"> ● Responsibilities and Accountabilities of Entrepreneurs to Stakeholders ● Key Aspects of an Entrepreneur’s Social Responsibility ● Ethical Issues in a Business Enterprise: <ul style="list-style-type: none"> ● Accountability ● Fairness ● Transparency ● Different Models and Frameworks of Social Responsibility <p>Importance of Establishing and Sustaining Business enterprises: Source of Job Opportunities and Financial Freedom</p>
<p>5. Analyze issues and implications of the United Nations Sustainable Development Goals (SDGs) to small and business enterprises</p>	<p>Sustainable Development Goals (SDGs)</p>