

Course: Organizational Behavior

Semester	Duration	Course character	Workload	Credit points	Examination form
	one semester/ one a year	Elective	90 h including 30 h Contact studies 60 h Self studies	3	cumulative

Course coordinator	Prerequisites
	non

Description of the course

This course covers the issues that employees, managers and organizations are faced with when people are working together. It combines psychological, sociological and economics aspects of human behavior in organizations.

Case studies and in-class exercises will be used to provide practical insight into the topics.

The students will have the opportunity for self-assessment.

Ethical implications and the effects of economic globalization will be considered.

Current research will supplement the critical discussion of the different subject areas

1. The Individual:
 - a. Personality
 - b. Attitudes
 - c. Values
 - d. Emotions
 - e. Motivation
 - f. Job Satisfaction
 - g. Decision Making
2. The Group:
 - a. Communication
 - b. Group Development
 - c. Team processes
 - d. Leadership
 - e. Conflict and negotiation
3. The Organization
 - a. Organizational culture
 - b. Organizational change
 - c. Organizational Learning
4. Ethics

Competency aims

Professional:

- Students learn to apply theories to real-life business situations.
- Students reflect and criticize research settings.

Methodical:

- Students read and understand scientific texts.

Personal:

- Students use exercises for self-evaluation.
- Students compare different perspectives and practice critical thinking.

Course components

- a. **Homework:** Reading assignments and case study preparation will be given for homework. The readings and cases will be discussed and analyzed in class.
- b. **Attendance and participation:** Attendance of at least 75% is required. Participation in class is strongly encouraged as general discussion, asking and answering questions will help understanding the course material.
- c. **Seminar paper (30% of final grade):** Students have to write several short seminar papers during the semester.
- d. **Exam (70% of final grade):** The exam will be held during the examination period at the end of the semester. The date will be determined by the examination board. The time allowed is 60 minutes. The exam will be based on homework exercises, lecture, and the material and exercises discussed in class. It may include short essay answers, short case studies, multiple choice, true/false, etc.

To receive a passing grade for the course students must obtain at least 50% of the total points possible.

References

The seminar is based in particular upon the following references:

- S. Robbins, T. Judge: Organizational Behavior, Global Edition, Pearson 2017
 R. French, et al.: Organizational Behaviour, 2nd ed., Wiley 2011

The seminar is also based upon the following references:

- Journals: Journal of Organizational Behavior
 Organization Studies
 Journal of Organizational Change Management

Lecturer	Course language	Usability in ongoing studies / other studies
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Dipl.-Kffr. Kerstin Kubik- Wenzel	English	
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