

MW18: Organizational Behavior				Study Programme:	M
Module Type:	ECTS Credits:	Workload:	Study Semester:	Module Duration:	
Optional Compulsory	8	240	1. or 3.	One Semester	
Courses (HPW=hours per week):			Contact Hours:	Independent Study:	Planned Group Size:
Course 1: Organizational Behavior at the individual level (2 HPW)			30h	90h	50
Course 2: Organizational Behavior at the group and organizational level (2 HPW)			30h	90h	50
Intended Learning Outcomes (ILOs):					
<p>By the end of the module, students will be able to</p> <ul style="list-style-type: none"> - explain essential aspects of the behavior of individuals in organizations; - analyze and design behavioural dynamics and processes at the group and organisational level; - survey the current state of research in organizational behavior; - describe and apply methods of empirical research in organizational behavior. <p>Furthermore, the conception of the courses is suited for the integration of case studies which encourage social competencies (such as conflict management, assumption of responsibility, assertiveness) and methodical expertise. In addition, working with case studies contributes to the acquisition and development of presentation skills.</p> <p>During the courses students get an insight in particular challenges and solution approaches of the research in organizational behavior by detailed analysis of current research papers.</p>					
Key competencies:					
<ul style="list-style-type: none"> - Scientific work - Independent working - Willingness to learn and perform - Critical thinking - Analytical skills - Problem solving - Reflection skills - Knowledge transfer - Oral and written communications skills 					
Description/Contents:					
<p>The participants deal with organizational behavior in greater depth by studying the behavior of individuals and group dynamics in an organizational setting. In addition, they learn about the current state of research in organizational behavior as well as the most important research methods of organizational behavior studies.</p> <p>Course 1: Organizational Behavior at the individual level</p> <ol style="list-style-type: none"> 1. Introduction <ol style="list-style-type: none"> 1.1. Concept of "behavior in organizations" (Organizational Behavior) 					

- 1.2. Theoretical background
- 1.3. Fundamentals of human behavior
- 1.4. Selected factors influencing human behavior
- 2. Individual level
 - 2.1. Motivation
 - 2.2. Learning
 - 2.3. Commitment
 - 2.4. Organizational Citizenship Behavior
 - 2.5. Job satisfaction
 - 2.6. Work-Life-Balance
 - 2.7. Employee health
 - 2.8. Presenteeism

Course 2: Organizational Behavior at the group and organizational level

- 1. Group level
 - 1.1. Teams
 - 1.2. Power, hierarchy, and conflict
 - 1.3. Communication
 - 1.4. Employee Voice
- 2. Organizational level
 - 2.1. Work design taking into account behavioural evidence
 - 2.2. Culture

Language:

The language of the lectures is German or/and English.

Teaching Methods:

Lectures, guest lectures, group work, case studies, self-study.

Module Applicability:

M.Sc. Business Administration; M.Sc. Economics; M.Sc. Business Chemistry; M.A. Arts and Cultural Management.

Pre-requisites/Requirements:

Admission to study "Business Administration", "Economics", "Business Chemistry", or "Arts and Cul-tural Management" for a Master's degree. Economic expertise is required. Basics of descriptive statistics are recommended.

Examination Types:

Until further notice, the examination in the form of a written exam (60 min) is every semester. The examination type is announced by the beginning of every semester.

Requirements for Award of Credit Points:

Successful participation in the exam. The exam will be passed if the grade is at least „sufficient“ (4,0).

Availability:

The module will be offered every term beginning with the winter semester. Next start: winter term 2021.

Assessment:

This course will be graded and is part of the calculation of the overall grade of your master degree. Particular information concerning the calculation of the overall grade can be found in the respective examination regulations.

Person Responsible and Main Lecturer:

Prof. Dr. Süß and the scientific staff of the Chair of Business Administration, in particular Work, Human Resource Management and Organization Studies.

Further Information:

Further information can be found on the website of the person responsible.

Module Version

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