

Universität Basel, WWZ
Professur für Personal und Organisation
Prof. Dr. Michael Beckmann
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Organizational Behavior and Leadership
Spring Semester 2020

General Information

Dates and rooms	Thursday, 12:15-14:00, S14 (WWZ) Start: 20.02.2020
Module	Labor Economics, Human Resources and Organization (Master Business and Economics)
Credits	3 CP
Course application	Please enroll in MOnA. Enrolment = Registration for the exam!
Admission requirements	Bachelor in Business and Economics
Language of instruction	English

Course description

Organizational behavior (OB) studies three determinants of behavior in organizations: Individuals, groups, and structure. Its goal is to understand and predict human behavior in organizations in order to make organizations work more effectively. Building on the assumption that behavior in organizations is inherently linked to leadership, this course aims to unite both concepts.

OB is discussed in the lecture at the individual level (e.g., in relation to personality, skills, values and attitudes, emotions, perception, motivation, and performance), at the group level (e.g., relationships and power), and at the organization level (e.g., structure, culture and change). Leadership is themed in terms of strategic and intercultural leadership, leadership styles, leadership in teams or leadership during change processes. At each level, a strong theoretical focus is set to create a comparison between early theoretical approaches and contemporary concepts. Furthermore, a set of case studies and recent research results are treated in class.

Digital Quizzes

You will receive for each topic covered in class a link leading you to a digital quiz. The digital quizzes allow you to check if the content of the course has been understood. Moreover, they help you to prepare for the exam. In the introduction lecture, we will endow you with all necessary information on the digital quizzes. The digital quizzes are **not** mandatory.

Readings

A list with recommended readings will be provided on the following webpage:

<https://wwz.unibas.ch/de/personalundorganisation/lehre/>

Grading

Grading will be based on a written exam (60 minutes) that takes place at the end of the spring term. You have to answer **three** of four questions in essay form. For each question, you can achieve max. 20 points.

Course structure

1	20.02.2020	Introduction to organizational behavior and leadership	S14
		The individual in the organization	
2	27.02.2020	Personality, skills and values	S14
	05.03.2020	Basel Carnival	
3	12.03.2020	Attitudes, emotions, and perception	S14
4	19.03.2020	Motivation concepts and applications	S14
		Groups in the organization	
5	26.03.2020	Group and interpersonal behavior	S14
6	02.04.2020	Group decision making and problem solving	S14
	09.04.2020	Easter Break	
		The organization system	
7	16.04.2020	Organizational structure	S14
8	23.04.2020	Organizational culture	S14
9	30.04.2020	Organizational change and stress management	S14
		Leadership	
10	07.05.2020	Early and new theoretical approaches to leadership	S14
11	14.05.2020	Strategic and intercultural leadership	Audit.
	21.05.2020	Ascension Day	
12	28.05.2020	Participative leadership and leadership in teams	S14
	Date tba.	Written Exam	