

Organizational Behavior

2 SWS, 3CP

(Kolloquium, Masterstudium, Modul Wahlbereich, max. 14 Teilnehmer)

Course Description

Organizational Behavior explores what people think, feel and do in organizations and how their behavior affects the organization's performance. Students learn theoretical foundations for understanding people, groups, and organizations. Topics are diversity, personality and values, job attitudes and emotions, perceptions and decision making, motivation, organizational justice, leadership, and groups and teams. Students learn through a combination of lectures, readings, interactive discussions, individual course projects, and class activities like experiential exercises. Upon successful completion of this course students will have a general knowledge of the major areas of Organizational Behavior. They will be able to form research questions regarding its study and develop studies with which to test them.

Assessment Method

In this course your grade will be composed of the following components:

Class Participation	10%
Homeworks	15%
Course Project	25%
Final Exam	50%

Class Participation

This is a seminar course, and as such participation and dialogue are essential. You are therefore expected to actively participate in the discussion by articulating your point of view to the rest of the group. If you are not able to attend a class please let me know beforehand.

Homework

In order to form your own point of view regarding the course topics you will be assigned homework. You will for instance be asked to write a reaction on a required reading, do a case-study, or a self-reflective exercise.

Course Project

Understanding organizational behavior requires it to be studied scientifically. Students' major project in this course will thus be to design a study that is relevant to one of the topics discussed in class. The final outcome will in practical terms resemble the introduction section of an empirical journal article. The idea is for students to use this opportunity to develop research ideas in areas relevant and interesting to them. As such, a well-thought-out proposal might eventually grow into a master's thesis.

To share your ideas with the group you will present your proposal in class. Your paper summarizing this presentation should be brief, 2-3 pages excluding measures and references. In this paper you should briefly address the points made in the presentation. Please provide me with hard copies of your paper and your presentation slides the *first day of the presentations*.

Final Exam

The final exam takes place in the last class. It will be closed-book and comprise multiple choice as well as open questions testing your knowledge of major concepts and theories that we discussed in class. As a class you will jointly select about half of the topics we covered in class as exam content.

Recommended Text

Robbins & Judge (2016). *Organizational Behavior (Global Edition)* 17th Edition. Pearson.

Additional readings will be assigned in the course of the class.

Consultation

If you need to see me for consultation, you can talk to me after class or contact me by email to make an appointment.

Course schedule*

Teaching Unit	Date	Topic
1	19.02.	Introduction to OB
2	21.02.	Diversity
3	26.02.	Personality and Values
4	28.02.	Attitudes and Emotions
5	19.03.	Perception and Decision Making
6	21.03.	How to write an academic paper in OB?
7	26.03.	Motivation and Job Design
8	28.03.	Organizational Justice
9	02.04.	Leadership
10	04.04.	Groups and Teams
11	07.05.	Student Presentations
12	09.05.	Student Presentations
13	14.05.	Student Presentations
14	21.05.	Exam

*Please note that this schedule is tentative.