

Elective course in the area **Management**

Organisational Behaviour

Teaching Load	3 hours per week				
Kind of course	Elective in Master Programme				
ECTS Credit Points	6 = 180 hours <table border="1"><tr><td>Lecture:</td><td><ul style="list-style-type: none">• 45 hours = 15 x 3 SWS</td></tr><tr><td>Self-study:</td><td><ul style="list-style-type: none">• 135 hours<ul style="list-style-type: none">➤ 60 hours: Mandatory reading➤ 30 hours: Elective reading➤ 45 hours: preparing of presentations</td></tr></table>	Lecture:	<ul style="list-style-type: none">• 45 hours = 15 x 3 SWS	Self-study:	<ul style="list-style-type: none">• 135 hours<ul style="list-style-type: none">➤ 60 hours: Mandatory reading➤ 30 hours: Elective reading➤ 45 hours: preparing of presentations
Lecture:	<ul style="list-style-type: none">• 45 hours = 15 x 3 SWS				
Self-study:	<ul style="list-style-type: none">• 135 hours<ul style="list-style-type: none">➤ 60 hours: Mandatory reading➤ 30 hours: Elective reading➤ 45 hours: preparing of presentations				
Lecturer	Prof. Dr. Andreas Kammel				
Course objective and Learning Outcomes	Students are able to understand, develop, and implement important concepts of organisational behavior.				
Topics	<p>1 Organisation theory</p> <ol style="list-style-type: none">1. Some introduction2. The scientific method3. Research foundations of OB4. Single theories (from Weber to Weick) basics <p>2 Leadership and co-laboration</p> <ol style="list-style-type: none">1. Theoretical foundation2. Networking3. Management practices4. Motivation5. Decision making6. Control <p>3 Teamwork</p> <ol style="list-style-type: none">1. The nature of groups2. High performance teams3. Team building4. Cohesiveness				

5. Improving team processes

6. Virtual teams

4 Communication

1. The nature of communication
2. Essentials of interpersonal communication
3. Communication barriers
4. Cross-cultural issues

5 Power and politics

1. Personal and position power
2. Using power and influence
3. Empowerment
4. Coalition building
5. Organisational politics

6 Conflict and negotiation

1. Conflict research
2. Managing conflict
3. Organisational settings for negotiation
4. Negotiation strategies

7 Organisational Culture

1. The concept of organisational culture
2. Cultural leadership
3. National culture influences
4. Managing organizational culture

8 Organisation design

1. Formal organisations
2. Task performance
3. Coordination
4. Authority structure
5. Job designs
6. Organisational learning

Literature

➤ Schermerhorn, J.R., Hunt, J.G., Osborn, R.N.: Organizational Behavior, 8. Aufl., Hoboken, NJ. 2003

Teaching Methods

- Lectures
- Discussion
- Case studies

	<ul style="list-style-type: none">• Presentations• Writing tests• Exercises
Grading	<ul style="list-style-type: none">➤ Interactive revision at the beginning of each course➤ Questions during the course➤ Evaluation of presentations➤ Final exam (100%)
Language of Instruction	English