

Course		
Organizational Behavior		
Lecturer	Duration	ECTS / Credits
Dipl.-Kffr. Kerstin Kubik-Wenzel (k.kubik-wenzel@ostfalia.de)	2 SWS (= 90 minutes class per week)	3
Course Character	Semester	Course Language
Elective Course	Fall Semester	English
Prerequisites		
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Description of the Course		
<p>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.</p> <p>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.</p> <p>Ethical implications and the effects of economic globalization will be considered.</p> <p>Current research will supplement the critical discussion of the different subject areas.</p>		
Course components		
<p>a. Homework: Reading assignments and case study preparation will be given for homework. The readings and cases will be discussed and analyzed in class.</p> <p>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.</p> <p>c. Seminar paper (30% of final grade): Students have to write several short seminar papers during the semester.</p> <p>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.</p> <p><i>To receive a passing grade for the course students must obtain at least 50% of the total points possible.</i></p>		
Preparation for and Participation in Class:		
<p>You are expected to have completed all assigned readings and to have prepared input for discussions prior to each class. Classroom lectures/discussions will be utilized to develop and enhance your understanding of the material. You have to be prepared at all times to actively participate in classroom discussions and group exercises, and will be asked to present your group results. You should attend class and participate on a regular basis.</p>		
Course Outline:		
<ol style="list-style-type: none"> 1. The Individual: <ol style="list-style-type: none"> 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 System

- a. Organizational culture
- b. Organizational change
- c. Organizational Learning

4. Ethics

Selected References:

The seminar is based in particular upon the following references:

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

The seminar is also based upon the following references:

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

Important Note:

The above outline is tentative to give you an idea of the sequence of topics. It can be modified and is only designed to give you an idea of the topics and the rate at which they will be covered. Some of the above topics will be covered in greater detail than others. The relative importance of each topic will be indicated in class.