

<b>Module number</b> 2	<b>Module title</b> <b>Organisational Behaviour</b> (Organisation und organisationales Verhalten)		
<b>Code</b> ORB	<b>Semester</b> 1	<b>Number of WSH</b> 4	<b>Module offered</b> every academic year (winter semester)
<b>Module coordinator</b> Prof. Dr. Voußem	<b>Tuition type</b> Seminar tuition		<b>Module duration</b> 1 semester
<b>Lecturer</b> Prof. Dr. Voußem	<b>Type of course</b> Compulsory		<b>Course language</b> English
<b>Entry requirements</b> Students must have a basic knowledge of HR economics and HR management.			
<b>Learning outcomes</b> On completing the module the students will have achieved the following learning outcomes on the basis of scientific methods: <u>Subject skills</u> Students understand the principles of individual behaviour, group behaviour and organisational behaviour. They have the skills and abilities to influence this behaviour with targeted management concepts. <u>Social skills</u> Students can respond and attune themselves to the different levels of behaviour within an organisation, they can perceive and appreciate the contribution made by different behaviour patterns and can work interactively on proposals for the management of organisational behaviour. <u>Method skills</u> Students have a command of techniques of behavioural thought and reasoning which enable them to select appropriate solution statements from a range of alternative actions. <u>Personal skills</u> Based on the methods which they have been taught, students are able to address unaided problems arising in the context of organisational behaviour. They possess the required discussion skills, target orientation and the necessary readiness to take on responsibility.			
<b>Content</b> This module aims to teach students the principles of organisational behaviour and to show them how an organisation's behaviour can influence its business results. The emphasis of the course is on developing students' understanding of how the conduct of individuals, groups and entire organisations can be explained, controlled and focused on a particular goal. <ul style="list-style-type: none"> <li>• Principles of organisational behaviour <ul style="list-style-type: none"> <li>○ Definitions and reasons for the need to understand and manage organisational behaviour</li> <li>○ The context of organisational behaviour</li> </ul> </li> </ul>			

- Individual behaviour
  - Motivation
  - Stress
  - Decision-making
- Interpersonal processes, social behaviour, group behaviour
  - Group work
  - Communication
  - Leadership
- Cross-team behaviour, organisational behaviour
  - Organisational Design
  - Culture
  - Change Management

**Literature**

Required reading

Griffin, R. W., Phillips, J. M., & Gully, S. M. (2017). Organizational Behavior: Managing People and Organizations (12th ed.). Mason, OH: Cengage Learning.

Recommended reading

Robbins, S. P., & Judge, T. (2017). Organizational Behavior. Harlow, UK: Pearson Education Limited.

Greenberg, J. (2014). Behavior in Organizations: Global Edition (10th ed.). Boston: Pearson.

Quick, J. C., & Nelson, D. L. (2012). Principles of organizational behavior: Realities and challenges. Mason, OH: Cengage Learning.

**Teaching and learning methods**

Seminar-style tuition with exercises, including live polls using Audience Response Systems (ARS) and videos cases of real-life applications

**Type of examination/Requirements for the award of credit points**

Written class exercise  
Duration: 90 minutes

**Other information**

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<b>ECTS Credits</b> 5	<b>Workload</b> 150 hours Contact/attendance time: 60 h Additional work: 90 h	<b>Weighting of the grade in the overall grade</b> 1
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