Module number 2

Module title
Organisational Behaviour
(Organisation und organisationales Verhalten)

<table>
<thead>
<tr>
<th>Code</th>
<th>Code</th>
<th>Semester</th>
<th>Number of WSH</th>
<th>Module offered</th>
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<tbody>
<tr>
<td>ORB</td>
<td>ORB</td>
<td>1</td>
<td>4</td>
<td>every academic year (winter semester)</td>
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Module coordinator
Prof. Dr. Voußem

Tuition type
Seminar tuition

Module duration
1 semester

Lecturer
Prof. Dr. Voußem

Type of course
Compulsory

Course language
English

Entry requirements
Students must have a basic knowledge of HR economics and HR management.

Learning outcomes
On completing the module the students will have achieved the following learning outcomes on the basis of scientific methods:

Subject skills
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.

Social skills
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.

Method skills
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.

Personal skills
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.

Content
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.

- Principles of organisational behaviour
  - Definitions and reasons for the need to understand and manage organisational behaviour
  - The context of organisational behaviour
• Individual behaviour
  o Motivation
  o Stress
  o Decision-making
• Interpersonal processes, social behaviour, group behaviour
  o Group work
  o Communication
  o Leadership
• Cross-team behaviour, organisational behaviour
  o Organisational Design
  o Culture
  o Change Management

**Literature**

**Required reading**

**Recommended reading**

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

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<tr>
<th>Type of examination/Requirements for the award of credit points</th>
<th>Written class exercise Duration: 90 minutes</th>
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**Other information**

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<tr>
<th>ECTS Credits</th>
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<tr>
<td>Workload</td>
<td>150 hours Contact/attendance time: 60 h Additional work: 90 h</td>
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<td>Weighting of the grade in the overall grade</td>
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