Leadership

Course Description

This course will prepare students to assume a leadership role in an organization. Toward this end, they will be equipped with the psychological foundation of performance and commitment, which are the most crucial outcome variables in leadership. Based on their psychological understanding, they will develop a deep understanding of the resulting social processes, such as motivation, conflict, power, and leadership. Solid theoretical foundations will be taught, and students will transfer their theoretical knowledge to work-place problems.

Contents

1. Organizational Behavior as the Foundation of Leadership
   1. What Is Organizational Behavior?
   2. Job Performance
   3. Organizational Commitment
2. Psychological Mechanisms
   1. Individual Characteristics
   2. Individual Mechanisms
   3. Group Characteristics & Diversity
   4. Group Mechanisms
   5. Organization Mechanisms
3. Motivation Concepts
   1. Self-Determination Theory
   2. Reinforcement Theory
   3. Expectancy Theory
   4. Motivational Concepts Applied
4. Organizational Justice
   1. Equity Theory
   2. Distributive Justice
   3. Procedural Justice
   4. Interactional Justice
   5. Cultural Justice
5. Making and Implementing Decisions
   1. Perception and Individual Decision-Making
   2. The Rational Model, Bounded Rationality, and Intuition
   3. Common Biases and Errors in Decision Making
6. Power and Politics

6.1 Trait Theories of Leadership

1. Behavioral Theories
2. Contingency Theories
3. LMX Theory
4. Bases of Power
5. The General Dependence Postulate
6. Influence Tactics
7. Conflict

7.1 The Conflict Process

1. Negotiation in a Social Context