Organizational Behavior

Course Description

Numerous decisions are not dictated solely by financial or revenue-based considerations but rather by personal agendas, personal preferences, or internal competition. This course provides an accessible, theory-driven comprehension of behavior, interactions, and conflicts in organizations. The course discusses in detail the psychological, sociological, and anthropological foundations and dynamics of organizations. Starting from the two most critical behavioral variables in the work context, performance and commitment, the course discusses the units and settings that significantly influence these variables. Organizational, group-related, and individual mechanisms, in addition to individual characteristics, are explored as explanatory objects. The course continues by discussing corporate culture and organizational structure within the framework of organizational mechanisms. For group-related mechanisms, the course identifies aspects of leadership style, power structures, negotiation strategies, group dynamics, and heterogeneity. Individual mechanisms include job satisfaction, stress, motivation, fairness, trust, and decision-making. The individual characteristics (abilities and personality) in turn affect these mechanisms.

Contents

1. Introduction to Organizational Behavior
   1. Attitudes and Behavior as Determinants of Performance and Commitment
   2. Organizational Mechanisms
   3. Group-Related Mechanisms
   4. Individual Characteristics
   5. Individual Mechanisms
2. Target Figures: Performance and Commitment
   1. Performance
   2. Commitment
3. Organizational Mechanisms
   1. Corporate Structure
   2. Corporate Culture
4. Group-Related Mechanisms
   1. Management Styles
   2. Power Structures
   3. Negotiation Strategies
   4. Team Dynamics
   5. Diversity
5. Individual Characteristics
   1. Skill and Intellect
   2. Personality
6. Individual Mechanisms

6.1 Job Satisfaction

1. Stress
2. Motivation
3. Trust
4. Integrity
5. Learning and Decision-Making