

# Organizational Behavior

Module Code: DLBBWOB\_E

<b>Module Type</b> see curriculum	<b>Admission Requirements</b> none	<b>Study Level</b> BA	<b>CP</b> 5	<b>Student Workload</b> 150 h
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<b>Semester / Term</b> see curriculum	<b>Duration</b> Minimum 1 semester	<b>Regularly offered in</b> WiSe/SoSe	<b>Language of Instruction and Examination</b> English
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## Module Coordinator

Prof. Dr. Katharina Rehfeld (Organizational Behavior)

## Contributing Courses to Module

- Organizational Behavior (DLBBWOB01\_E)

## Module Exam Type

### Module Exam

Study Format: myStudies  
Written Assessment: Case Study  
Study Format: Distance Learning  
Written Assessment: Case Study

### Split Exam

## Weight of Module

see curriculum

## Module Contents

- Relevance and Importance of Organizational Behavior
- Job Performance
- Commitment
- Organisational Mechanisms
- Group-Related Mechanisms
- Individual Mechanisms
- Individual Characteristics

**Learning Outcomes****Organizational Behavior**

On successful completion, students will be able to

- establish commitment and performance as the critical dependent variables.
- explain organizational, group-related and individual mechanisms in Organizational Behavior and describe their relation to commitment and performance.
- explain the influence of individual characteristics on individual mechanisms (such as satisfaction, stress, motivation, trust and decision-making).

**Links to other Modules within the Study Program**

This module is similar to other modules in the field of Human Resources

**Links to other Study Programs of the University**

All Bachelor Programmes in the Human Resources field

# Organizational Behavior

Course Code: DLBBWOB01\_E

Study Level	Language of Instruction and Examination	Contact Hours	CP	Admission Requirements
BA	English		5	none

## Course Description

Many decisions are not made solely on the basis of financial or revenue-based considerations, but due to personal agendas, personal preferences or internal competition. This course consequently aims to provide an accessible, theory-driven comprehension of behaviour, interactions and conflicts in organisations. The course deals intensively with the psychological, sociological and anthropological foundations and dynamics in organizations. Starting from the two most critical behavioral variables in the work context, performance and commitment, units and settings that have a significant influence on them are discussed. In detail, organizational, group-related and individual mechanisms as well as individual characteristics are explored as explanatory objects. The course continues with a discussion on corporate culture and organisational structure within the framework of the organisational mechanisms. In the context of group-related mechanisms, the course aims to identify aspects of leadership styles, 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 have an effect on these aforementioned elements.

## Course Outcomes

On successful completion, students will be able to

- establish commitment and performance as the critical dependent variables.
- explain organizational, group-related and individual mechanisms in Organizational Behavior and describe their relation to commitment and performance.
- explain the influence of individual characteristics on individual mechanisms (such as satisfaction, stress, motivation, trust and decision-making).

## Contents

1. Introduction to Organizational Behavior
  - 1.1 Attitudes and Behavior as Determinants of Performance and Commitment
  - 1.2 Organizational Mechanisms
  - 1.3 Group-related Mechanisms
  - 1.4 Individual Characteristics
  - 1.5 Individual Mechanisms

2. Target Figures: Performance and Commitment
  - 2.1 Performance
  - 2.2 Commitment
3. Organizational Mechanisms
  - 3.1 Corporate Structure
  - 3.2 Corporate Culture
4. Group-Related Mechanisms
  - 4.1 Management Styles
  - 4.2 Power Structures
  - 4.3 Negotiation Strategies
  - 4.4 Team Dynamics
  - 4.5 Diversity
5. Individual Characteristics
  - 5.1 Skill and Intellect
  - 5.2 Personality
6. Individual Mechanisms
  - 6.1 Job Satisfaction
  - 6.2 Stress
  - 6.3 Motivation
  - 6.4 Trust
  - 6.5 Integrity
  - 6.6 Learning and Decision-Making

**Literature****Compulsory Reading****Further Reading**

- Colquitt, J., Lepine, J. A., & Wesson, M. J. (2018). *Organizational behavior: Improving performance and commitment in the workplace* (6th ed.). McGraw-Hill Irwin.
- Cross, C., & Carbery, R. (2016). *Organizational behavior: An introduction*. Macmillan Education.
- Luthans, F., Luthans, B. C., & Luthans, K. W. (2015). *Organizational behavior: An evidence-based approach* (13th ed.). Information Age Publishing.
- Robins, S. P., & Judge, T. A. (2016). *Organizational behavior*. Prentice Hall International.

**Study Format myStudies**

<b>Study Format</b> myStudies	<b>Course Type</b> Lecture
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<b>Information about the examination</b>	
<b>Examination Admission Requirements</b>	<b>BOLK:</b> yes <b>Course Evaluation:</b> no
<b>Type of Exam</b>	Written Assessment: Case Study

<b>Student Workload</b>					
<b>Self Study</b>	<b>Contact Hours</b>	<b>Tutorial</b>	<b>Self Test</b>	<b>Independent Study</b>	<b>Hours Total</b>
110 h	0 h	20 h	20 h	0 h	150 h

<b>Instructional Methods</b>		
<input type="checkbox"/> Learning Sprints®	<input type="checkbox"/> Review Book	<input type="checkbox"/> Sprint
<input checked="" type="checkbox"/> Course Book	<input type="checkbox"/> Creative Lab	<input type="checkbox"/> Interactive Online Lecture
<input type="checkbox"/> Vodcast	<input checked="" type="checkbox"/> Guideline	
<input checked="" type="checkbox"/> Shortcast	<input checked="" type="checkbox"/> Live Tutorium/Course Feed	
<input checked="" type="checkbox"/> Audio	<input type="checkbox"/> Reader	
<input type="checkbox"/> Exam Template	<input checked="" type="checkbox"/> Slides	

**Study Format Distance Learning**

<b>Study Format</b> Distance Learning	<b>Course Type</b> Online Lecture
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<b>Information about the examination</b>	
<b>Examination Admission Requirements</b>	<b>BOLK:</b> yes <b>Course Evaluation:</b> no
<b>Type of Exam</b>	Written Assessment: Case Study

<b>Student Workload</b>					
<b>Self Study</b>	<b>Contact Hours</b>	<b>Tutorial</b>	<b>Self Test</b>	<b>Independent Study</b>	<b>Hours Total</b>
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