Leadership

Course Description

Students will be prepared to take over a leadership role in an organization. Students will be equipped with the psychological foundation of performance and commitment as the most crucial outcome variables in leadership. Based on their psychological understanding, they will develop a deep understanding of 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 Theorie
   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