Organizational Behavior

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.

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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