

# Module Description/Syllabus

BE  IM  HM  CfPS



<b>Module</b>	Grundlagen und Konzepte			Module-Number	
<b>Course Title</b>	Organizational Behaviour			Overall grade weighting (in %)	
<b>Recommended alternative modules or courses</b>					
<b>Course of Studies</b>	Business Studies				
<b>Examination No. (SuP)</b>				valid SER	
<b>Mode of Study</b>	<input checked="" type="checkbox"/> full-time <input type="checkbox"/> part-time				
<b>Study Cycle</b>	<b>EQF-Level</b>	<input checked="" type="radio"/> Bachelor <input type="radio"/> Master			
<b>Frequency</b>	<input type="radio"/> winter term <input checked="" type="radio"/> summer term <input type="radio"/> each semester				
<b>Language Competence Level and Course code SAP</b>	<input type="checkbox"/>				
<b>Responsible for the module</b>	Prof. Dr. Thomas Bayer				
<b>Lecturer/s</b>					
<b>Typ of course</b>	<input checked="" type="radio"/> compulsory <input type="radio"/> optional				
<b>Mode of delivery</b>	Classroom at HNU				
<b>Language of instruction</b>	<input checked="" type="radio"/> English <input type="radio"/> German		<b>Level of course</b>	5th semester	
<b>Teaching Methods</b>	Lecture presentation			<b>Duration</b>	1 semester
	Case studies, inclass exercises, group work, online short tests				
	group assignments				
<b>Work parameters</b>	<b>contact hours in lecture form</b>	<b>exercises (hours)</b>	<b>self-studies (hours)</b>	<b>total (hours)</b>	
	22	15	23	60	
	<b>eLearning (hours)</b>	<b>examination preparation (hours)</b>	<b>Transfer (hours)</b>	<b>Units ("UE")</b>	
				28	
<b>Number of participants min./max.</b>	10 / 40	<b>ECTS-Points</b>	03	<b>Volume</b> (hours per semester week)	02
<b>Use for other studies</b>	Change management Transformation management Organisation management				

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<p><b>Prerequisites/ Required competencies</b></p>	<p>Basic courses in personal management / HR and organization          Min B2 level of business English</p>
<p><b>Learning Outcome</b></p> <p><b>1) Knowledge</b>  <b>2) Skills</b>  <b>3) Responsibility and autonomy</b></p> <div data-bbox="193 1084 528 1155" style="border: 1px solid black; padding: 5px; margin-top: 20px;"> <p>Description eight EQF Levels and Learning Outcome (1-3)</p> </div>	<ul style="list-style-type: none"> <li>-Understand the nature and scope of organizational behaviour</li> <li>-Understand the processes of individual perception</li> <li>-Understand the nature of individual values</li> <li>-Learn about personality attributes and distinction of personality types</li> <li>-Understand what motivation is and which factors influence human motivation</li> <li>-Understand selected important theories and models of human motivation</li> <li>-Understand the wider concept of employee engagement</li> <li>-Understand what groups are and what the significance and purpose of groups are for individuals and organizations</li> <li>-Know how groups develop</li> <li>-Know how to distinguish groups and teams</li> <li>-Understand the key factors driving performance of teams</li> <li>-Understand the personality dependent roles that can exist in a team</li> <li>-Know the differences between leadership and management</li> <li>-Understand selected different leadership theories</li> <li>-Understand positive sides and potential problems of charismatic leadership</li> <li>-Understand the role of power and politics in organizations</li> <li>-Know the 5 bases of power and distinguish them</li> <li>-Understand key communication models and processes</li> <li>-Know how to recognize and classify conflicts</li> </ul>
<p><b>Content</b></p>	<ol style="list-style-type: none"> <li>1. Organizational behavior – what is it</li> <li>2. The individual in an organization</li> <li>3. Motivation and engagement of individuals in organizations</li> <li>4. Groups, teams and networks in organizations</li> <li>5. Leadership and management in organizations</li> <li>6. Power and politics in organizations</li> <li>7. Communication and conflicts in organizations</li> </ol>

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<b>Particular admission requirements (if applicable)</b>	
<b>Curriculum semester, in which the student has to be mandatorily registered for the first attempt of examination</b>	
<b>Assessment method(s)</b>	Final exam
<b>Assessment criteria</b>	<ul style="list-style-type: none"> <li>-Ability to describe models, tools, definitions and applications correctly and completely</li> <li>-Express oneself in clear and appropriate scientific language</li> <li>-State main points in a concise and precise manner</li> <li>-Analyze given scenarios / cases systematically</li> <li>-Apply lecture concepts and tools on given scenarios / cases appropriately and correctly</li> <li>-Describe own reasoning and decisions for cases / scenarios appropriately</li> </ul>
<b>Required reading resources</b>	French, R., Rayner, C., Rees, G., Rumbles, S.(2015): Organizational Behaviour. 3rd Ed., Wiley, Chichester, UK.
	Sinding, K., Waldstrom, C.(2014): Organizational Behaviour. 5th Ed., McGraw-Hill, London, UK.
<b>Additional (module) information</b>	
<b>Document Version</b>	
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<b>Document was created by</b>	Prof. Dr. Thomas Bayer
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