

Organizational Behavior

Title of module / classification (basic or advanced studies)	Organizational Behavior – Corporate Management and Behavior in Organizations
Name of professor	Prof. Dr. Marina Fiedler
Frequency of module availability / duration of module	Every third semester (next time: winter semester 2014/15) 1 semester
Module content	<p>Numerous investigations show that the behavior of employees influences such essential corporate parameters as employee fluctuation, profit, and turnover and thus can create lasting competitive advantages for a company. The goal of the lecture is to stress the meaning and importance of corporate management and behavior in organizations.</p> <p>For this purpose, the following general aspects are covered:</p> <ul style="list-style-type: none"> • Team leadership • Effectively setting up teams • Dealing with conflicts • Negotiation • Delegation • Positive change management <p>Further information will be available on StudIP at the start of the lecture.</p>
Skills the module seeks to convey	<ul style="list-style-type: none"> • Clarifying the meaning and importance of corporate governance and behavior in organizations
Teaching and studying methods	<ul style="list-style-type: none"> • Interactive classroom teaching • Expert guest lectures on topics in the relevant field
Prerequisites	Bachelor degree in a business course of study or related field. Concerning other degree courses, entry requirements are applied with reference to the corresponding study and examination regulations (StuPO).
Purpose of the module within its area as well as for other modules and areas of study	The module can be counted both as a basic as well as an advanced module in the field “International Management and Marketing”. It is suitable for all courses of study which seek to offer students programmes in this field.

Composition of the workload:		
Types of instruction:	Hours/ week	LP / ECTS
Lecture	2	
Total	2	5
Composition of the workload (in hours of 60 minutes, for 15 weeks per semester, i.e. 14 weeks of lectures and one week of final exams)		
	In-class time	Revision and study time
Lecture	30	120
Type of exam/ requirements for being awarded credit points	<ul style="list-style-type: none"> Written 60-minute exam in the middle of the semester. Drafting of short essay responses in group assignments on various critical statements of employee behaviour in a practical context <p>Students have to achieve at least the grade of 4.0 in both parts of the performance requirements in order to pass the class. Detailed information on the assignments and the exam will be given during class as well as on the StudIP platform.</p>	
Weight of individual performance in the overall grade	<p>Exam: 70%</p> <p>Group work short responses: Mean grade of all assignments will account for 30% of overall class grade</p>	
Special activities (e.g. online part, excursions, guest lectures etc.)		
Recommended reading (text books, study guides, literature)	<p>Information on recommended readings will be given in class and in the class documents available on the StudIP platform.</p>	
Contact person	<p>Dr. Miriam Flickinger (Miriam.Flickinger@uni-passau.de)</p>	