



Organisational Behaviour	
Course number	2521
Lecturer	Prof. Dr. Thomas Lauer
ECTS	6 (5 ECTS for mercuri students)
Number of semester hours	4
Type	Elective
Duration	1 Term
Prerequisites	None
Type of exam	<ul style="list-style-type: none"> • Written exam • Oral examination / presentation
Objectives	In the end of the course, students should understand the complex relationship between individuals, as part of organisational entities, and the inherent mechanisms of these entities as phenomenon of emergence. The course not only provides theoretical knowledge, based on psychological and sociological theories, but also enables students to apply these approaches to typical organisational issues that arise in business practice. Furthermore, the course will empower them to manage social situations successfully that occur in daily work life, and by that developing attitudes needed for taking over managing positions in the future.
Content	<ul style="list-style-type: none"> • General introduction • The individual in social situations <ul style="list-style-type: none"> - Diversity in organisations - Attitudes and job satisfaction - Emotions, moods and emotional intelligence - Personality and values - Perception and decision making - Motivation at work • Group behaviour <ul style="list-style-type: none"> - Foundations of group behaviour - Team work - Effective communication - Leadership - Power and politics - Conflict and negotiation - Corporate culture - Change Management
Bibliography	<ul style="list-style-type: none"> • Mandatory readings: Robbins, S.P. and Judge, T.A. W. (2016), Organizational Behaviour (17th Global Edition). Harlow, Essex: Pearson. • Suggested readings: Lauer, T. (2020), Change Management – Basics and Success Factors (International Edition). Wiesbaden: SpringerGabler.
Forms of instruction	Lecture and Self-study
Workload	
Language of instruction	English
Availability	Every winter term