

| Syllabus CDHK | | | | | |
|-----------------|---|--|---|-----------------------------------|---------------------------------|
| Faculty | Wirtschaftswissenschaften, Sino-German School for Postgraduate Studies (CDHK) | | | | |
| Title | Organizational Behavior - OB | | | | |
| Course Form | Lecture <input type="checkbox"/> | Exercise <input type="checkbox"/> | Seminar <input checked="" type="checkbox"/> | Workshop <input type="checkbox"/> | Others <input type="checkbox"/> |
| Semester | Year 2018 | SS <input checked="" type="checkbox"/> WS <input type="checkbox"/> | Course No. | 2130285 | |
| Responsible | Chair VW/SAIC VW-Chair for HRM | | Lecturer Prof. Dr. Ralph Kattenbach | | |
| Contact data | Email kattenbach@tongji.edu.cn | | Tel./Fax. +86 21 65982379 | | |
| Consulting Hour | By appointment | | | | |

1. Date/Time/Room

| | | | |
|------------|-------------|-------------|----------------------|
| 27.03.2018 | 13:30-17:00 | 18:30-20:00 | 6 Unterrichtsstunden |
| 29.03.2018 | 18:30-21:05 | | 3 Unterrichtsstunden |
| 30.03.2018 | 18:30-21:05 | | 3 Unterrichtsstunden |
| 22.05.2018 | 13:30-17:00 | 18:30-20:00 | 6 Unterrichtsstunden |
| 23.05.2018 | 13:30-17:00 | 18:30-20:00 | 6 Unterrichtsstunden |
| 25.05.2018 | 18:30-21:05 | | 3 Unterrichtsstunden |
| 05.06.2018 | 13:30-17:00 | 18:30-20:00 | 6 Unterrichtsstunden |
| 08.06.2018 | 18:30-21:05 | | Klausur |

CDHK 304

Siping Campus

2. Learning Target

Organizational Behavior is a discipline studying the principles of behaviors and psychology of individuals and groups in organizations. Organizations include companies as well as governmental and non-governmental institutions. As a comprehensive discipline, organizational behavior is closely related to work psychology, human resource management, communication, and sociology. It includes three behavioral levels: individual, group, and organization level. The essence of organizational behavior is to apply the knowledge of behavior science, motivation systems, organizational structure, organizational culture, leadership styles, team spirits, and conflict resolution to enhance organizational effectiveness and cohesion. Current important issues such as agile organization, generation gap, business ethics, and cross-cultural communication are also included in the course to take account of current trends in the Chinese and international business.

In today's highly competitive and knowledge-based business, environment the attraction and retention of qualified and motivated talents become crucial to the success of a company. HRM, leadership, personnel selection and development are not only the domain of HR managers but they are also an integral part of the responsibilities held by managers today. E.g. the recruiting and selection of new staff members should be jointly planned and implemented by the line manager and HR executives.

The course is designed to pass on theoretical considerations as well as practical knowledge with a focus on multinational companies on the Chinese market. Business case studies are used to reflect on contemporary

challenges. Particular attention is paid to the use of coaching as an HRM tool. A secondary objective is to impart scientific methods and to enable students to critically reflect on scientific literature.

The course covers...(in% - Sum = 100)

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|-------------------------|----|---------------------------|----|--------------------------|----|--------------------------|----|
| <i>Prof. competence</i> | 40 | <i>Method. competence</i> | 30 | <i>System competence</i> | 20 | <i>Social competence</i> | 10 |
|-------------------------|----|---------------------------|----|--------------------------|----|--------------------------|----|

3. Course Content Description

- Introduction & Metaphors of organizations
- Individual Level: Attitude, Motivation & Work Engagement
- Group level: Team Work, Group Dynamics, Diversity
- Organizational Level: Culture, Leadership, Work Organization & Coaching
- Recurring Topic: Research Methods (Experimental design, Survey, Case-study)

4. Language

English

5. Workload

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|---------------------------|---------------|
| <i>ECTS Credit Points</i> | 2 TJCP/4 ECTS |
|---------------------------|---------------|

Note:

The European Credit Transfer and Accumulation System (ECTS) is a student-centered system based on the student workload required to achieve the objectives of a program of study. One ECTS stands for around 30 working hours. Student workload in ECTS consists of the time required to complete all planned learning activities such as: attending lectures, seminars, laboratory classes; independent study; preparation of projects, dissertations, examinations and so forth.

6. Exam Form

Written exam

7. Literature, Scripts

| | | | |
|-----------------------------|-------------------------------------|-----|-------------------|
| Print-material available? | <input type="checkbox"/> | at: | |
| Digital material available? | <input checked="" type="checkbox"/> | at: | Provided by email |

Obligatory Lecture:

Case studies and journal articles provided in advance

Text books:

Robbins & Judge, Essentials of Organizational Behavior, Pearson, 10th edition, 2010

Gill & Johnson, Research Methods for Managers, Sage, 4th edition, 2010

8. Others