



Subject **Module: General Management Skills**
Course: **General Management Skills I: Individual & Group Behavior**

Professor in charge: Prof. Dr. Marc Ant

Target group: MBA-students in the first stage of the MBA-program

Lectures: 2 SWS

Aims: To study the impact that individuals, groups and structure have on behaviour within organisations, for the purpose of applying such knowledge toward improving an organisation's effectiveness.
To understand the basic and enduring principles developed from the study of individual and group behaviour as they apply to the workplace.
To understand the principal historical and contemporary approaches to the study of individual and group behaviour.
To apply a range of analytical frameworks and theoretical approaches to practical workplace situations.

Contents:

- The World of Organisational Behaviour
- Foundations of organisational behaviour
- Individual processes
- Personality dynamics
- Values, attitudes and emotions
- Perception and diversity
- Content motivation theories
- Process motivation theories
- Occupational stress
- Group and Social Processes
- Communication
- Group dynamics
- Teams and teamwork
- Leadership
- Decision making
- Power, politics and conflict
- Organisational Processes
- Organisation structure and types
- Organisation design and effectiveness
- Organisational and international culture
- Change, learning and knowledge management
- Corporate social responsibility and ethics

Methods: Lecturing, Films, Discussions, Practical applications

Examination: Written examination

Literature Buelens, M., et al. (2005). *Organizational Behaviour*. 3rd ed. Berkshire: McGraw Hill.



Language: English

Case Studies: Online learning centre
Films: Films: "Twelve Angry Men" and "Erhard Friedberg: De Taylor à
aujourd'hui"