Organizational Behavior in Practice

March 12-15, 2018

Lecturer
Dr. Tomas Farchi (Associate Professor for Organizational Behavior, IAE Business School, Universidad Austral, Argentina; Associate Fellow, Said Business School, University of Oxford, United Kingdom).

Course objectives
This is a Bochum International Summer School course that introduces theoretical and empirical research in organizational behavior theory, with emphasis on classic theory/arguments and contemporary empirical debates and research issues in the field. The objective of the course is to equip you with insights and familiarity in current research debates, such that you can be a critical consumer of research and have a deeper understanding of the underlying behavioral dynamics in organizations.

Course content
This course aims to delve into the impact of three determinants of organizational behavior: individuals, groups, and structures; with the ultimate purpose of applying this knowledge toward improving the students’ own understanding and effectiveness. The first day begins by identifying different job motivation theories and proposing an integrative framework. The second day allows students to study various interpersonal relationships from different perspectives, including hierarchical ones, and discuss the origins of interpersonal conflict. The third day features a note that offer a general view of what is to participate in and lead teams. We will be discussing the issue of group identity and dynamics. The fourth day looks at team processes, analyzing the most common team dysfunctions that can significantly impede productivity. We finish the course, by discussing different elements of organizational structure and outlining some of the factors that must be taken into account while thinking at the structural level and its impact on organizational behaviors.

Prerequisites
All the concepts that are used in the course will be defined, explained, and discussed during the course.

Instructional methods
Lectures, case discussions, group presentations, and general discussions.

Assessment
Assessment will comprise one quiz (a short written test) at the end of the fourth day. In addition, there will be class presentation on essential readings for each day.
Time schedule
8 hours of teaching per day, (an hour lasts 45 minutes), with one morning break and a lunch break.

Course daily schedule:

Monday March 12th: From 8:30hs to 15:30hs
Tuesday March 13th: From 8:30hs to 15:30hs
Wednesday March 14th: From 8:30hs to 15:30hs
Thursday March 15th: From 8:30hs to 15:30hs

Session #1: Motivation

Essential Readings:


Additional Readings:


Session #2: Interpersonal Relationships

Essential Readings:


Additional Readings

“What Your Leader Expects of You” Bossidy, L. (HBR article, 2007)

Session #3: Team dynamics and identity

Essential Readings:


Additional Readings


Session #3b: Team challenges
Essential Readings


Additional Readings


Session #4: Organizational structure

Essential Readings

