Course title: Specialization Seminars in Human Resources Management and Organizational Behavior

Coordinator(s): dr. E.I. Lysova

Lecturer(s): dr. E.I. Lysova

Study period: March 2021 – May 2021 (Period 5)

ECTS: 6 ECTS

Tuition: €1250
20% discount on early bird registration: €1000

Course Objective: The course aims to introduce students to the leading concepts and current discussions in Organizational Behavior (OB). OB is a field of study that investigates the impact that individuals, teams/groups, and structure/context have on behavior within and across organizations for the purpose of applying such knowledge to how organizations can be effective, and in turn can facilitate productive and healthy employees’ participation.

Course content: Each week will be dedicated to a discussion on one of the following six topics that are relevant in current research on the ‘happy & productive worker’:

a) Leadership – Content and interrelationships of different types of leadership, including ethical leadership, transformational / charismatic leadership, and leadership / (employee) ‘followship’.

b) Employee proactive work behavior and citizenship (OCB, voice, initiative, etc.), as well as job crafting, self-effectuation, proactivity, and employability. What to do with more passive ’employees’?

c) Careers research, in particular employees interorganizational career mobility, global career mobility, and organizational learning / innovation.

d) Groups/teams – including teams research on team effectiveness, team processes, and team outcomes.

e) Diversity – from a multifaced perspectives of race, age, gender, identity, culture, but also work and career orientations.

f) Emotions and motivations – including passion, grit, perseverance, as well as fear and forgiveness, and how these lead to effective (or less effective) employees behaviors in organizations.

Teaching Methods: Four hours of classroom interaction per week.
| **Assessment** | Students will be tested on their understanding of the leading concepts and current discussions in OB research, and on their judgement of the opportunities for the future research. Specifically, for each of the session, students will be asked to write a blog input guided by a learning question from the instructor (40%). The courses will be concluded with an open-questions exam (60%). |
| **Literature** | Journals articles will be announced at a later stage. |
| **Target Audience** | Due to the entry requirements of the programme, the courses of the Research Master Business in Society are only available for students registered for this master's programme and, upon approval of the programme director, to other Research Master programmes or PhD students. |