



19th LJUBLJANA SUMMER SCHOOL
Take the Best from East and West
 2 - 20 July 2018

LJUBLJANA SUMMER SCHOOL 2018

COURSE TITLE: **International Organizational Behaviour**

Type of course:

Bachelor course

ECTS credits: 6

Lecturer:

Dr. Matthew Call

Texas A&M University, Mays Business School, USA

Aims of the course:

This class focuses on organizational behaviour in goal-directed institutions. This is an introductory course that is intended to help students develop management skills based on key concepts, models, and theories of organizational behaviour. A combination of lecture, discussion, case, exercise, and examination techniques will be used to achieve this objective. A focus will be helping students to apply the skills developed in this class to real world settings. A significant portion of the course will focus on project management, with students working in project management teams to create a plan to address “real-world” organizational issues.

The types of management skills focused on in this class are important in the real world, as the people in any given organization (and the skills they possess) are key levers for competitive advantage. The ability to manage organizational behaviour, and related knowledge and skills possessed by people in organizations, is an essential process necessary to gain this advantage. No organizations have the same people with the same skills. Those that are most successful, however, capitalize on the unique abilities of their members, thus allowing them to deliver unique good and/or services and obtain a competitive advantage.

Organizational Behaviour is concerned with explaining, predicting and enhancing the effectiveness of individuals and groups in work organizations. In this course, we will discuss this knowledge and use it to: (1) develop self-insight and your ability to understand others, (2) develop interpersonal and leadership skills, and (3) diagnose and intervene on organizational problems.





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Course syllabus:

- Course Objectives, Overview of OB
- Individual behaviour; Debate: Intrinsic vs. Extrinsic Motivation
- Motivating People; Managing Work Groups & Teams
- Leadership & Executive Coaching; Present Cases
- Enhancing Effective Communication
- Managing Power & Conflict; Understanding Decision-Making Processes/Biases
- Managing Stress & Enhancing Well-Being
- Managing Change & Culture Reengineering; Present Cases
- Managing Careers in the Global Context;
- High Potential Careers; High Performers; Stars; Groups Presentations
- Managing Diversity & Cross-Cultural Issues; Emerging themes in Global OB
- Discussion on Ethics; Present Cases

Literature:

Introduction to International Organizational Behavior*, 2012, by Simon Dolan and Tony Lingham.

**This is a free eBook which will be made available to students.*

Additional readings will be delivered electronically.

Teaching methods:

A combination of lectures, discussions, case studies and exercises.

Prerequisites:

None.

Examination methods:

1. Exams (1)	20%
2. Exams (2)	20%
3. Exams (3)	20%
4. Team Case Analyses (3) & Participation	30%
5. <u>Class Participation</u>	<u>10%</u>
Total	100%

Description of each grade component:

1. Exams (3 x 20% = 60%)

Each exam will consist of multiple choice and short answer questions and will cover *all* readings, exercises, and class discussions for that third of the course. I will expect you to integrate major points learned from week to week. These exams will be given during regularly scheduled class times.





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2. Team Project & Participation

Project. See assignment; we will discuss the details in class.

Participation. To try to mitigate the risks of free-riding, individuals will receive points based on their contribution to team activities. Team members will grade each other (on a scale of 1 to 10) anonymously at the end of each week.

3. Class Participation

Class Contribution

Managers can be susceptible to a herding like mentality. As a result, they run the risk of acting by default instead of by design simply because no dissent or alternative perspective was voiced. A substantial portion of your learning will accrue through the constructive (and respectful) challenging of each other's ideas and the search for alternative solutions.

Your class contributions will be evaluated based on the quality of your input (not "air time" or irrelevancies masking lack of preparation). Specifically, ideal students exemplify the following:

- Contribute to the advancement of the discussion
- Articulate an in-depth understanding of course material
- Persuasively and concisely convey your thoughts
- Willingly test "new" ideas, rather than "play it safe"
- Provoke a dialogue among participants
- Illuminate difficult concepts
- Support comments with facts and specifics

Note: This course is comparable to the officially accredited course Organizational Behaviour (ECTS: 6) at the Faculty of Economics, University of Ljubljana.

