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Lecture**Organizational Behavior**

Winter Semester 2016/17

1. Overview

This is a Master course in „Organizational Behavior“ which belongs to the the MSc General Management program of the Private University of Applied Science (PFH). The course starts with foundational theories and applications of “Organizational Economics”. The main focus of the course lies on the behavior of agents within organizations, e.g. the behavior of employees within a firm. We will discuss the basic theories and empirical evidence in this field, taking into account, in particular, studies which use experiments to evaluate the (in-)correctness of economic theories.

2. Meetings

The course consists of 6 lectures à 90 minutes which will be held on two days:

Friday, 11.11.2016	10:15-11:45, 13:00-14:30, 14:45-16:15	Room 202
Friday, 16.12.2016	10:15-11:45, 13:00-14:30, 14:45-16:15	Room 202

3. Contents

The course is structured as follows. Note that all contents are subject to changes even after the course has started.

1. Introduction

- 1.1 What are Organizations?
- 1.2 What is Organizational Economics?
- 1.3 What is Organizational Behavior?
- 1.4 Foundations: Theory and Empirics

2. Individuals

- 2.1 Inputs
 - 2.1.1 Determinant of Behavior
 - 2.1.2 The Role of the Manager
- 2.2 Processes
 - 2.2.1 Determinant of Behavior
 - 2.2.2 The Role of the Manager
- 2.3 Outcomes

3. Groups

- 3.1 Inputs
 - 3.1.1 Determinant of Behavior
 - 3.1.2 The Role of the Manager
- 3.2 Processes
 - 3.2.1 Determinant of Behavior
 - 3.2.2 The Role of the Manager
- 3.3 Outcomes

4. Organization Systems (if some time is left)

4. References

The course is based on the following books / studies:

- Robbins, Stephen P. and Timothy A. Judge (2016): Organizational Behavior, 17th Global Edition, Pearson Education Limited.
- Robbins, Stephen P. and Timothy A. Judge (2016): Essentials of Organizational Behavior, 13th Edition, Pearson Education Limited.
- Lazear, Edward P. (1998): Personnel Economics for Managers, John Wiley & Sons.
- Lazear, Edward P. and Michael Gibbs (2009): Personnel Economics in Practice, 2nd Edition, John Wiley & Sons.
- Milgrom, Paul and John Roberts (1992): Economics, Organization and Management, Prentice Hall International Editions.
- Camerer, Collin F. and Robert A. Weber (2013): Experimental Organizational Economics, in: Robert Gibbons and John Roberts (Eds), The Handbook of Organizational Economics, Princeton University Press.
- Camerer, Collin F. and Ulrike Malmendier (2007): Behavioral Economics of Organizations, in: Peter Diamond and Hamu Vartiainen (Eds), Behavioral Economics and Its Applications.

Furhter readings will be announced during the course.

5. Exam

This submodule “Human Resources Management and Organisation” is divided into two parts. Assessment will be made on the basis of two written assignments, ie one for each part, whereas each part will carry 50% of the final grade.

In this course, the assignment will be to deal with a scientific study. This means that the student have to

- summarize the contents,
- evaluate the results,
- highlight the relation to the course contents,
- discuss open questions.

Articles and assignments are assigned to the students at the beginning of the second meeting.

Students have the opportunity to improve their grades. At the end of the first meeting, I will offer three scientific articles and the students can choose one of them. The task is to answer a couple of questions about the chosen article (which are very similar to the ones of the assignment) and to present the answers at the beginning of the second meeting. Presentations should be no longer than 15 minutes. Further information will be given in the first meeting. A successful presentation will improve grades by one step, e.g. from 1.7 to 1.3.

Team work is allowed!