

Live Long and Prosper: Organizational and Human Resource Development

Module		Live Long and Prosper: Organizational and Human Resource Development					
Module Code		MGT60240					
Module Coordinator		Barthel, Erich					
Last Update		2015/12/16					
Target Group		Programme(s)			Bachelor of Science		
		Term			6th semester		
		Compulsory/Elective Module			Elective Module		
		Module Duration			1 Semester		
		Credits:			6		
		Frequency			Annually		
		Language of instruction			English		
Workload:	150 h	Contact hours:	44 h	Independent Learning:	76 h	Assignments:	30 h
Prerequisites		Corporate Design and Behaviour (EN) (MGT50010)					
Usability in other Modules/Programmes		Bachelor Thesis (BSc_BT)					
Intended Learning Outcomes		<p>Knowledge: Students get an overview of major concepts, approaches and techniques in organizational & human resource development, i.e., they can explain main concepts of</p> <ul style="list-style-type: none"> • Corporate Culture, • Sense Making, • Dynamic Capabilities, • Organizational Learning, • Individual Learning. <p>Skills: Students develop the capability to relate pertinent concepts to intuitions and normative frames that govern organizational and human resource development, i.e., they can</p> <ul style="list-style-type: none"> • analyze management cases with the help of the theories, • discuss organizational and individual development issues from different perspectives. <p>Competence: Students will be able to transfer these concepts to typical management situations in organizations, i.e., they can</p> <ul style="list-style-type: none"> • develop concepts for organizational change, • evaluate the impact of different concepts on managerial behaviour. 					
Module Structure		Lectures will be scheduled over the course of the semester. A high degree of active student involvement is expected throughout the module. Theories and concepts will be supplemented by case studies and/or group work in class. Students will also be required to give presentations at various points during the semester.					

Module Overview	Organizational and Human Resource Development influence each other. In the first part we will show how organizational structures and culture affect the abilities of organizations to be efficient in delivering expected outcomes and in exploring new opportunities for business. With a focus on culture we will discuss the role of sense making and creating purpose in high performance organizations and the ongoing demands of change. In the second part we will work deeper on specific consequences for individuals.												
Forms of teaching, methods and support	Teaching format consists of lectures, student presentations and discussions in class.												
Type of Assessment in the Module and Performance Points	<table border="1" data-bbox="480 696 1378 909"> <thead> <tr> <th>Type of examination</th> <th>Duration or length</th> <th>Performance points</th> <th>Due date or date of exam</th> </tr> </thead> <tbody> <tr> <td>Presentation + Discussion</td> <td>45 min</td> <td>60</td> <td>During semester</td> </tr> <tr> <td>Paper</td> <td>4.000 words</td> <td>60</td> <td>End of semester</td> </tr> </tbody> </table>	Type of examination	Duration or length	Performance points	Due date or date of exam	Presentation + Discussion	45 min	60	During semester	Paper	4.000 words	60	End of semester
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Recommended Literature	<p>Pawlowsky, P. (2003). The Treatment of Organizational Learning in Management Science. In M. Dierkes, A. B. Antal, J. Child & I. Nonaka (Eds.), Handbook of Organizational Learning and Knowledge (pp. 61-88). Oxford: University Press.</p> <p>Robbins S. P. & Timothy, J. (2014): <i>Organizational Behaviour</i>. Prentice Hall. 16th edition, global edition.</p> <p>Schein, Ed (2009): <i>The Corporate Culture Survival Guide</i>. San Francisco: Jossey-Bass. 2nd edition.</p> <p>Schein, Ed (2010): <i>Organizational Culture and Leadership</i>. San Francisco: Jossey-Bass. 4th edition.</p> <p>Teece, D. J. (2011): <i>Dynamic Capabilities and Strategic Management: Organizing for Innovation and Growth</i>. Usa: Oxford University Press.</p> <p>Weick, K. E. (2001): <i>Making Sense of the Organization</i>. Malden: Blackwell.</p> <p>Weick, K. E., & Sutcliffe, K. M. (2001): <i>Managing the Unexpected: Assuring High Performance in an Age of Complexity</i>. San Francisco: Jossey-Bass.</p>												