



Exchange programme Vrije Universiteit Amsterdam

Vrije Universiteit Amsterdam - Exchange programme Vrije Universiteit Amsterdam - 2024-2025

Exchange

Vrije Universiteit Amsterdam offers many English-taught courses in a variety of subjects, ranging from arts & culture and social sciences, neurosciences and computer science, to economics and business administration.

The International Office is responsible for course approval and course registration for exchange students. For details about course registration, requirements, credits, semesters and so on, please [visit the exchange programmes webpages](#).

Managing People: Psychological Foundations

Course Code	E_IBA2_MPPF
Credits	6
Period	P2
Course Level	200
Language Of Tuition	English
Faculty	School of Business and Economics
Course Coordinator	dr. L.J. Knappert
Examiner	dr. L.J. Knappert
Teaching Staff	dr. L.D.M. de Schutter, J. Hübner, S.J. Ellis, dr. R.B.L. Sijbom, H.V. Nguyen, dr. L.J. Knappert, drs. M. Bolhoven
Teaching method(s)	Study Group, Lecture

Course Objective

ACADEMIC AND RESEARCH SKILLS – STUDENTS CAN CONDUCT A BASIC INTERNATIONAL RESEARCH PROJECT FROM START TO FINISH

ACADEMIC SKILLS (THREE AS)

After successfully completing this course, students:

- can analyze problems of managing people in organisations from different perspectives (Analysis)
- are able to recognize fundamental structures and to leave out irrelevant information (Abstraction)
- are able to put forward well-founded, substantiated points of view, both in spoken and written format (Argumentation)

RESEARCH SKILLS

After successfully completing this course, students:

- are able to translate academic research in the fields of Organizational Behavior and Human Resource Management into practically relevant questions and arguments

BRIDGING THEORY AND PRACTICE

KNOWLEDGE

After successfully completing this course, students:

- demonstrate theoretical and empirical knowledge concerning managing people in international business
- can explain basic psychological theories, models and concepts relevant for managing people
- are able to relate, contrast, and compare between theories, models, and concepts

APPLICATION

Can propose a solution to an international real-life problem of managing people by applying relevant theories and methodologies.

After successfully completing this course, students:

- are able to provide practical solutions to a case by applying psychological theory relevant for managing people

SOCIAL SKILLS – STUDENTS ARE ABLE TO EFFECTIVELY MANAGE DIFFERENT PROFESSIONAL ROLES IN A CROSS-CULTURAL ENVIRONMENT

After successfully completing this course, students:

- are able to debate about basic aspects of managing people based on scientific arguments.
- can work well in a team and reflect on their own role in the team
- are sensitive to cross-cultural differences and able to deal with those differences in social interactions

SELF-AWARENESS – STUDENTS CAN EVALUATE OWN LEARNING, KNOWLEDGE AND ACTIONS

After successfully completing this course, students:

- are able to recognize the results of their own actions
- can reflect on their personal learning goals and development

Course Content

This course is about you. Managing People: Psychological Foundations deals with the human factor in organizations. All business functions in the IBA curriculum, like Marketing, Supply Chain Management, and Strategy, can not exist without people executing them. This course introduces you to psychological concepts and theories (e.g., motivation, leadership, and inclusion) and engages you in a critical discussion on their application for managing people in organizations (e.g., how does motivation matter for employee performance management?; what is good team leadership?; and how can organizations manage diversity through inclusion?). We put particular emphasis on managing people in the international context. On the one hand, it is argued that a lot of human behavior in organizations tends to be universal, for example, the ways in which people can be motivated, the attitudes and emotions they bring to work, or people's resistance to change. On the other hand, it is argued that a lot of human behavior in organizations tends to be context-dependent, for example, how people deal with conflicts and leadership or which values and beliefs they bring to work. Throughout this course we will shed light on how the international context influences people's behavior in organizations and will further explore this reciprocal relationship between human behavior and the role of context.

Additional Information Teaching Methods

Lectures (including guest lectures)

Tutorials

Knowledge clips

Podcasts

Method of Assessment

Written exam

Practical assignment - group

Practical assignment - individual

Participation assignments

Entry Requirements

n/a

Literature

We will work with selected academic articles that will be announced well in advance to the course on CANVAS.

Additional Information Target Audience

This is what students from last year said about this course:

"Great topics, great course!"

"I liked the different types of learning materials."

"Everything was clear and very structured and the tutorials were very useful to get feedback."

Explanation Canvas

CANVAS

Recommended background knowledge

This course builds on the knowledge provided during People in Business and Society 1.1, and Organizational Theory 1.2. Furthermore, the skills obtained during Academic Skills 1.3 are crucial for the assignments during the tutorials.