

Teams and Work Motivation in Organizations (H002022)

Course size (nominal values; actual values may depend on programme)

Credits 7.0 Study time 210 h Contact hrs 45.0 h

Course offerings and teaching methods in academic year 2018-2019

A (semester 1)	English	lecture	30.0 h
		seminar: coached	15.0 h
		exercises	

Lecturers in academic year 2018-2019

Lang, Jonas	PP09	lecturer-in-charge
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Offered in the following programmes in 2018-2019

	crdts	offering
Bachelor of Science in Psychology (main subject Personnel Management and Industrial Psychology)	7	A
Exchange Programme in Psychology	7	A
Linking Course Master of Science in Psychology (main subject Personnel Management and Industrial Psychology)	6	A
Linking Course Master of Science in Psychology (main subject Teacher Education and Training)	6	A
Preparatory Course Master of Science in Psychology (main subject Personnel Management and Industrial Psychology)	6	A
Preparatory Course Master of Science in Psychology (main subject Teacher Education and Training)	6	A

Teaching languages

English

Keywords

organizational behavior, organizational science, organizational psychology, work motivation, teams

Position of the course

This course contributes to the education Bachelor of Psychology, specialization Work Psychology, Organizational Psychology, and Personnel Management.

Contents

This course addresses the following topics:

- Organizational research
- The scientist-practitioner model
- The multilevel perspective
- Diversity in teams
- Job satisfaction
- Emotions in organizations
- Theories of work motivation
- Motives and behavior in organizations
- Goal setting
- Organizational justice
- Cross-cultural issues
- Motivational processes in teams
- Composition models
- Communication in teams
- Negotiation
- Leadership in teams
- Organizational culture and climate
- Motivation to change in organizations

Initial competences

Final competences

- 1 Understanding theories on teams and work motivation in organizations
- 2 Understanding basic empirical findings on teams and work motivation
- 3 Applying theories to organizational issues and business problems
- 4 Comparing and contrasting different theories on teams and work motivation
- 5 Basic understanding of the empirical evidence for particular theories on teams and work motivation
- 6 Using measurement instruments for motivational and team constructs
- 7 Basic understanding of multilevel issues in organizational research
- 8 Taking ethical, societal, and environmental issues into account in organizational decision making

Conditions for credit contract

Access to this course unit via a credit contract is determined after successful competences assessment

Conditions for exam contract

This course unit cannot be taken via an exam contract

Teaching methods

Lecture, seminar: coached exercises

Extra information on the teaching methods

* interactive lectures *practicals: Discussion of business cases *project work and group discussions in the practicals.

Learning materials and price

Robbins, S. P., & Judge, T. A. (2016). *Organizational behavior* (17th ed.). Harlow, UK: Pearson Education (ISBN: 978-1292146300)
available via VPPK
Articles available via Minerva

References

- Jex, S. M., & Britt, T. W. (2014). *Organizational psychology: A scientist-practitioner approach*. New Jersey: John Wiley & Sons.
- Kanfer, R. (2009). Work motivation: Identifying use-inspired research directions. *Industrial and Organizational Psychology, 2*, 77-93. <https://doi.org/10.1111/j.1754-9434.2008.01112.x>
- Kozlowski, S. W. J., & Ilgen, D. R. (2017). Enhancing the effectiveness of work groups and teams. *Psychological Science in the Public Interest, 7*, 77-124. <https://doi.org/10.1111/j.1529-1006.2006.00030.x>

Course content-related study coaching

- Interactive support using Minerva.

Evaluation methods

end-of-term evaluation and continuous assessment

Examination methods in case of periodic evaluation during the first examination period

Written examination with multiple choice questions

Examination methods in case of periodic evaluation during the second examination period

Written examination with multiple choice questions

Examination methods in case of permanent evaluation

Participation, assignment

Possibilities of retake in case of permanent evaluation

examination during the second examination period is possible

Calculation of the examination mark

In case this course counts for 6 or 7 credits in students' curriculum, the examination score is based on a combination of periodic (70%) and permanent (30%) evaluation.

In case this course counts for 4 or 5 credits in students' curriculum, the examination score is based only on the periodic evaluation (100%).

Students who eschew one or more parts of the evaluation can no longer pass the course. Final scores will be reduced to the highest non-deliberative quotation (7/20) in case the final score is higher.