

BWL-Spezialisierung: „Strategy, Change and Organizational Behavior”

Professuren: Prof. Dr. Thorsten Semrau, Prof. Dr. Jörn Hendrich Block

Name of module: Strategy, Change and Organizational Behavior I					
<i>Specialization: Strategy, Change and Organizational Behavior</i>					
Code	Workload	Credits	Term	Frequency	Duration
	300 hrs	10	first term	each winter term	one term
1	Classes	Contact hours	Self-study	Expected size of cohort	
	a) Strategy and Corporate Development	2-4 SWS / 30-60 hrs	90 - 180 hrs	60 students	
	b) Change and Organizational Behavior	2-4 SWS / 30-60 hrs	90 - 180 hrs	60 students	
2	<p>Learning Outcomes / Competences</p> <p>a) Strategy and Corporate Development: Students learn about how and why corporations develop from a strategic perspective. Students get an in-depth understanding of the concepts related to strategy, shifting organizational boundaries (alliances, mergers & acquisitions, outsourcing, etc.), and changes in company size (growth, downsizing, etc.).</p> <p>b) Change and Organizational Behavior: Students learn about the micro-foundations of change and behavior within organizations. They develop a deeper understanding on creativity, learning, and change in an organizational context and gain insights on how change management and leadership contribute to organizational development and performance.</p> <p>In a) and b), students learn and reflect theories and concepts and analyze related empirical studies. Students apply the knowledge they obtain when working on real-world examples and solving case studies that are presented and discussed in class. Guest lectures and presentations held by practitioners offer students the opportunity to further deepen their understanding on how theories and concepts learned may be applied to real-world problems. As classes and the teaching materials used are in English, students will improve their English language skills.</p> <p>Core competencies: Analytical and problem-solving skills, ability to make fact- and evidence-based decisions based on management knowledge.</p>				
3	<p>Contents</p> <p>a) Strategy and Corporate Development: Classes cover selected topics on how and why corporations develop from a strategic point of view. This includes concepts and insights related to company growth and downsizing, as well as strategic alliances, mergers & acquisitions, and outsourcing.</p> <p>b) Change and Organizational Behavior: Classes cover selected topics related to creativity and learning in the organizational context as well as issues related to leadership and managing change.</p>				
4	<p>Teaching Methods</p> <p>a) Lectures, case studies, presentations, group work, and guest speakers</p> <p>b) Lectures, case studies, presentations, group work, and guest speakers</p>				

5	Prerequisites Formal prerequisites: none Prior courses to be completed: none
6	Forms of examination Written exam (90 min), or coursework, presentations, written assignments.
7	Granting of credit points The students need to pass the written exam and/or coursework, presentations.
8	Use of module (in other degree schemes) Export from Business Administration to MSc degree schemes in Mathematics, Mathematics and Business, Sociology, Economics, Media Sciences, Political Sciences, and Psychology.
9	Weight in overall mark 10/120
10	Module representative and other lecturers Prof. Dr. Thorsten Semrau, Prof. Dr. Jörn Hendrich Block, Dr. Christian Fisch, research assistants, honorary professors, external lecturers, and guest speakers.
11	Further information The module is taught and examined in English.

Name of module: Strategy, Change and Organizational Behavior II

Specialization: Strategy, Change and Organizational Behavior

Code	Workload	Credits	Term	Frequency	Duration
	300 hrs	10	second term	each summer term	one term
1	Classes	Contact hours	Self-study	Expected size of cohort	
	a) Research Seminar on Strategy, Change and Organizational Behavior and b) Case Study Seminar on Strategy, Change and Organizational Behavior or b) Business Project Seminar on Strategy, Change and Organizational Behavior	2-3 SWS / 30-45 hrs 2-3 SWS / 30-45 hrs 2-3 SWS / 30-45 hrs	120 - 180 hrs 120 - 180 hrs 120 - 180 hrs	30 students 30 students 30 students	
2	Learning Outcomes / Competences				
	<p>a) Research Seminar: Students improve their skills related to reading and understanding academic articles and answering research questions on topics in the field of strategy, change and organizational behavior. They also improve their presentation and writing skills.</p> <p>b) Case Study Seminar: Students improve their presentation, communication, and social skills while developing a deeper understanding on theories and concepts related to strategy, change and organizational behavior.</p> <p>c) Business Project Seminar: Students improve their skills related to applying theories and concepts for solving problems of real-world organizations in the field. By working in teams and presenting their solutions, students further improve their social and communication skills.</p> <p>As all three Seminars will be held in English, students will further improve their English language skills.</p> <p>Core competencies: Analytical and problem-solving skills, ability to make fact- and evidence-based decisions based on management knowledge, social skills, project management skills, presentation skills.</p>				

3	Contents a) Research Seminar: Students analyze and reflect contemporary research articles on topics related to strategy, change and organizational behavior. In teams or individually, they write an essay on a particular topic and present their work in class. b) Case Study Seminar: Students work in groups on solving case studies related to strategy, change and organizational behavior. They present and discuss their solutions in class and submit written assignments. c) Business Project Seminar: Student teams apply theories and concepts for solving real-world problems on strategy, change and organizations. They present their solutions and suggestions to corporate partners and write a project report.
4	Teaching Methods a) Seminar with coursework, group work, presentations, written assignments, seminar paper b) Seminar with case studies, presentations, group work, and guest speakers c) Seminar with business projects, presentations, written assignments, group work, project report
5	Prerequisites formal prerequisites: none prior courses to be completed: none
6	Forms of examination Written exam or coursework, presentations, written assignments.
7	Granting of credit points The students need to pass the written exam or the coursework, presentations, written assignments.
8	Use of module (in other degree schemes) --
9	Weight in overall mark 10/120
10	Module representative and other lecturers Prof. Dr. Thorsten Semrau, Prof. Dr. Jörn Hendrich Block, Dr. Christian Fisch, research assistants, honorary professors, external lecturers, and guest speakers
11	Further information The module is taught and examined in English.