Modul 32: Organisational Behaviour and Diversity Management in International Development Cooperation

Studiengang / course:	M.Eng. Energie- und Umweltmanagement / M.Eng. Energy and Environmental Management
Modulbezeichnung / module name:	Organisational Behaviour and Diversity Management in International Development Cooperation
ggf. Kürzel / abbreveation	OB
ggf. Untertitel / subtitle	-
ggf. Lehrveranstaltungen / seminar:	Organisational Behaviour and Diversity Management
Semester / semester:	This module is offered annually in spring term. (1st semester)
Modulverantwortliche(r) / person in charge of module:	Dorsi Germann
Dozent(in) / person teaching the seminar:	Dorsi Germann
Sprache / language:	English
Zuordnung zum Curriculum / attribution to courses:	M.Eng. Energie- und Umweltmanagement / M.Eng. Energy and Environmental Management for ‚Developing Countries' Compulsory Module
Lehrform / SWS / form of seminar / teaching hours per week:	Seminar / 4 SWS / up to 25 participants
Arbeitsaufwand / student workload:	Contact hours: 60h Self study: 90h
Kreditpunkte / credit points:	5 ECTS
Voraussetzungen nach Prüfungsordnung/ preconditions according to examination regulations:	none
Modulziele / angestrebte Lernergebnisse / aims of the module / aspired learning outcome:	Overall goal: Students have acquired knowledge, skills and attitudes to manage organizations and people in organizations (team building, human resource management, motivation, intercultural communication, leadership etc.) Studying this module, students get the competence to handle people in organizations and to work in intercultural teams. The so acquired competences are applied and practiced during the international classroom in Scotland at the end of the second semester (for example: students take over roles and responsibilities; leadership and coordination, collaboration in an international team, intercultural communication with the Scottish partner organisations...). At the end of this module students have developed competencies in: - subject matters and methods; - handling processes and people;

	- analysis, reflection and assessment;
	- negotiation, conflict and problem solving;
	- coordination, presentation and facilitation;
	- organization management
	- intercultural communication and collaboration
	- leading, coaching and motivating people
	- organizations and organizational development
	- self- and project organization and time management;
	- team work and socio-cultural collaboration;
	- ethical behaviour, taking over responsibilities and self development.
	Teaching and learning methods are student oriented, build on existing knowledge and skills, are interactive and use a variety of methods for the transfer of information, for example group exercises, role plays, case studies, drawings, cartoons, videos, visualised lectures and moderated working sessions on the various topics based on the relevant literature and internet sources. There are practical, individual, pair and group work; interactive internet use, exchange of experience, and orientation towards practice. Theories and findings are related to past and actual experience of students and equally discussed and related to the future research study in Scotland at the end of the 2nd semester. Students from all over the world take over responsibilities; learn to accept different cultures, communicate and collaborate, form effective teams, solve problems, coordinate and lead and motivate each other.
Inhalt / subjects covered:	All technical projects have a human component which is generally more complex and complicated to manage than technical aspects. Therefore, this module focuses on theories and concepts, models and practical applications concerning structures and cultures of organizations and human behaviour in the work place, combining findings for example from Sociology, Economy, Politics, Social Psychology and Biology, as well as elements from System Theory, Diversity Management and theories of Organizations. Among others, the following topics will be discussed during the seminar: Organisational structures, cultures and settings; individual differences and gender; values and diversity; communication pattern and channels; self-perception, perception of others and perspectives of reality; leadership; management and motivation, groups and teams; power and politics; conflicts and negotiation; change management and ethical behaviour. A successful handling of a diverse workforce requires knowledge about these topics.
Studien- Prüfungsleistungen / form of examination:	Assessment of whether the students have achieved the aims of this module is tested through

	• a visualised and interactive presentation (40 - 60 min.) and facilitation of a topic-related exercise based on individual or group work and a final discussion, elaboration on the presented topic in a written paper (about 15 pages).
Medienformen / media used:	In this module a wide spectrum of media is used, such as books and other documents, laptops/internet and beamer for power point presentation, transparencies, videos, drawings, cartoons, role plays, stories, cases, flip chart, posters, Metaplan/workshop cards, markers, black board, Moodle server
Literatur / literature:	Besides the basic literature available in the university library, a more elaborated list and updated internet links are distributed together with an agenda at the beginning of the seminar. Reference is made to organisations in international development cooperation which have guidelines and handbooks on project and program management. • Peterson, M.F./Thomas, D.C. (2017): Cross-Cultural Management: Essential Concepts. Sage Publication, London, UK • Mullins, Laurie J. (2013): Management and Organisational Behaviour, Pearson, London, UK • Robbins, St.P., Judge, T.A. (2013): Organizational Behavior, Pearson, Boston, New York, US • Trompenaars, F./Woolliams, P. (2007): Business Across Cultures, Cornwall, UK • Francesco, Anne Marie (2004) International Organizational Behaviour, Prentice Hall, New Jersey/USA • Stockdale, M/ Crosby, F. (eds) (2005): The Psychology and Management of Workplace Diversity. Blackwell, Victoria, Australia • Robbins, S.P. / Decenzo, D.A. (2001): Fundamentals of Management – Essential concepts and applications. Prentice Hall, New Jersey/USA • Flood, R.L./Romm, N.R.A (2000): Diversity Management. Triple Loop Learning. Wiley, West Sussex, UK