Course title: Specialization Seminars “OB/HRM Research for Society”

Coordinator(s): Dr. Evgenia Lysova and Prof. dr. Svetlana Khapova

Study period: March 2021 – May 2021 (Period 5)

ECTS: 6 ECTS

Tuition: €1250
20% discount on early bird registration: €1000

COURSE OBJECTIVES:

Upon completion of the course, students will:

• Develop an understanding of issues addressed by OB and HRM field of studies;
• Develop an understanding of how OB and HRM research can address societal changes, developments, and challenges;
• Acquire the latest knowledge on how individuals, teams/groups, structure/context, and organizational policies/practices impact individual experiences and behaviors in organizations;
• Develop reflective and critical skills in understanding the role of OB and HRM in the productive and healthy functioning of individuals and organizations;
• Develop the ability to discuss and utilize current theories and research in the field of OB and HRM.

COURSE CONTENT:

The course aims to introduce students to the leading concepts and current research discussions in Organizational Behavior (OB) and Human Resource Management (HRM) fields of studies with a particular focus on those that are shaped by and relevant to the contemporary societal changes, developments, and global challenges. The course is structured as a five-week course, where each week is dedicated to a discussion on one of the following society-relevant topics and how OB and HRM research addresses them:

• Meaning and Purpose – current research considering the importance of individual and organizational purpose, responsible organizational policies and practices and their impact on individuals in organizations;
• Careers and employability – employees’ contemporary career attitudes and behaviors, sustainable careers; career mobility and employability.
• Diverse and Inclusive HRM – multifaceted understanding of how HRM addressed diversity (e.g., age, gender, ethnicity, etc.) and stimulates inclusion in organizations.
• New Ways of Working – individuals proactively crafting their work, where, and how they do it, working in teams and ‘new normal’ conditions.
• Leaders for Sustainable Future – developing moral, ethical, and responsible leaders.

INVOLVED LECTURERS:
Dr. Jos Akkermans, Dr. Maral Darouei, Dr. Edina Doci, Prof. dr. Svetlana Khapova, Dr. Lena Knappert, Dr. Evgenia Lysova, Dr. Janneke Oostrom, Dr. Omar Solinger, Dr. Maria Tims.

ASSESSMENT: For each of the sessions, students will be asked to write a blog input guided by a learning question from the instructor that would serve as a basis for the class discussion (30%). At the end of the seminar, students will be given a take-home assignment in the form of an essay (70%).

LITERATURE: To be announced.