

# Syllabus

## Psychology

**Frankfurt Summer School 2018**

16 July – 10 August

# Social Psychology and Organizational Behavior

## **Module 1:**

Social Psychology (weeks 1 and 2)

Humans are social beings; hence, social psychology affects all of us. We constantly think, feel and act not only as individuals but also – and sometimes primarily – as members of social groupings. Social psychology studies human interaction – its forms, causes, consequences and psychological processes. In this course, we will study how human behavior and thinking is influenced by the actual or imagined presence of others. Students will get an overview of social psychological theories and will learn to apply these theories to everyday problems and situations. We will provide a general overview of social psychology and we will discuss topics such as attribution processes, influence and obedience, attitudes and persuasion, prejudice, aggression and violence, intergroup behavior, or prosocial behavior. The course will comprise lectures, group work, self-assessments and exercises.

## **Module 2:**

Organizational Behavior (weeks 3 and 4)

Organizations consist of the people who work within them. This course therefore attempts to build the students' understanding and skill in leading and managing people and organizations. The objectives of this course are (1) to raise the student's awareness of the centrality of organizational behavior to understanding organizational functioning and effectiveness; (2) to show how an understanding of human behavior via the disciplinary basis of psychology profoundly deepens our analysis of organizations, and (3) to demonstrate the core value of an understanding of organizational behavior to a manager's ability to achieve organizational goals. We will provide an overview of organizational behavior and we will discuss topics such as perception, motivation, leadership, groups and teams, conflict management, and gender and leadership.

The course will comprise lectures, group work, self-assessments and exercises.

The lectures will be held in English in the PEG-Building - Campus Westend.

The Coordinators of the program are Prof. Dr. Rolf van Dick and Dr. Nina M. Junker.

# Seminars

## Weeks 1 & 2: Social Psychology

**17. July (9.30-13.00):**

„Introduction into Social Psychology“ & „Attribution Theories and Principles“  
(Nina Junker)

**17. July (14.00-15.30):**

“Self & Identity”  
(Stephan Braun)

**19. July (9.30-13.00):**

“Attitudes & Attitude Change”  
(Anna Lisa Aydin)

**23. July (9.30-13.00):**

“Social Influence & Social Change”  
(Aljoscha Dreisörner)

**24. July (9.30-13.00):**

„Prejudice & Discrimination & Intergroup Behavior”  
(Nina Junker)

**24. July (14.00-15.30):**

“Aggression”  
(Nina Junker)

**26. July (9.30-13.00):**

„Prosocial Behavior” & Exam  
(Nina Junker)

## Weeks 3 & 4: Organizational Behavior

**30 July (9.30-13.00):**

„Perception & Decision Making“  
(Aljoscha Dreisörner)

**31 July (9.30-13.00):**

„Emotions at Work & Values“  
(Aljoscha Dreisörner)

**31 July (14.00-15.30):**

„Personality “  
(Aljoscha Dreisörner)

**2 August (9.30-13.00):**

„Job Attitudes & Organizational Culture“  
(Antonia Kaluza)

**6 August (9.30-13.00):**

„Communication“ & ”Conflict & Negotiation”  
(Eva Bracht)

**7 August (9.30-13.00):**

„Motivation“

(Sebastian Stegmann)

**7 August (14.00-15.30):**

„ Teams & Groups “

(Sebastian Stegmann)

**9 August (9.30-13.00):**

“Leadership”

(Sebastian Stegmann)

**10 August (9.30-13.00):**

Exam (Case Study Presentations)

(Sebastian Stegmann)

## Lecturers

**Dipl.-Psych. Anna Lisa Aydin**

[http://www.uni-frankfurt.de/51795435/10\\_Aydin](http://www.uni-frankfurt.de/51795435/10_Aydin)

**Anna Lisa Aydin** is a lecturer and research assistant at Goethe University Frankfurt (Germany). Furthermore, she works as a clinical psychologist in a community practice in Frankfurt. In her social psychological research, she focuses on intergroup relations, conflict and reconciliation processes, identity-threat and meta-stereotypes. Anna Lisa is married and has a little daughter.

**M.Sc. Eva Bracht**

<http://www.clbo-frankfurt.org/profil/clbo-associates/eva-bracht/>

**Eva Bracht** is PhD candidate at Goethe University Frankfurt and also a member of the Center for Leadership and Behavior in Organizations (CLBO). Her research interest is mainly focused on leadership culture and self-leadership. After studying Psychology in Bonn, Madrid and Munich and before starting her PhD, she worked as HR-Trainee and as consultant for organizational development. She likes power-yoga and taekwon-do and loves spending her free time traveling.

**Dr. Stephan Braun**

[http://www.psychologie.uni-frankfurt.de/51975588/30\\_braun](http://www.psychologie.uni-frankfurt.de/51975588/30_braun)

**Stephan Braun** is an Assistant Professor in Social Psychology and a student advisor at Goethe University Frankfurt and also a member of the Center for Leadership and Behavior in Organizations (CLBO). He studied Psychology at the Goethe University and also did his PhD here just recently. His research interest is mainly focused on leadership, followership, gender and age.

**MSc Aljoscha Dreisörner**

<http://www.clbo-frankfurt.org/profil/clbo-associates/aljoscha-dreisoerner/>

**Aljoscha Dreisörner** is a PhD candidate at the social psychology department of Goethe University. Before he started working on his PhD, Aljoscha has studied management and economics at Mannheim University with short oversea stays in Kazakhstan and the US. His research focuses on self-compassion in organizations. He is a guest lecturer at Frankfurt School of Finance & Management. Aljoscha has a passion for writing stories for youths and children.

**Dr. Nina M. Junker**

[http://www.goethe-university-frankfurt.de/55012293/Dr\\_-Nina-M\\_-Junker](http://www.goethe-university-frankfurt.de/55012293/Dr_-Nina-M_-Junker)

**Nina M. Junker** is an Assistant Professor in the Department of Social Psychology at Goethe University Frankfurt (Germany). She received her Diploma degree from the University of Mannheim and her PhD from Goethe University Frankfurt. Prior to becoming an academic, she held different leadership positions in businesses. Her research interests are in the area of work-family balance, group processes and burnout. Besides her academic position, Nina works as consultant for small and medium sized companies in the field of corporate health management. She likes spending time with her family, travelling and meeting friends.

**MSc Antonia Kaluza**

<http://www.clbo-frankfurt.org/profil/direktorium/antonia-kaluza/>

**Antonia Kaluza** is a research assistant and doctoral candidate at Goethe University Frankfurt (Germany). Her research interests lie within Organizational Behavior and Occupational Health Psychology, such as leadership and well-being, health-promoting leadership and health climate. She has professional experience as an EAP Counsellor and is Managing Director of the Center for Leadership and Behavior in Organizations (CLBO). Antonia likes travelling, running and playing volleyball.

**Dr. Sebastian Stegmann**

[http://www.goethe-university-frankfurt.de/51795304/50\\_Stegmann](http://www.goethe-university-frankfurt.de/51795304/50_Stegmann)

**Sebastian Stegmann** is an Assistant Professor of Social and Organizational Psychology at Goethe University Frankfurt and also a Member of the Center for Leadership and Behavior in Organizations (CLBO). After studying Psychology, and various other subjects in Germany and Australia, he received his PhD in Psychology in 2011. He has been teaching university classes in social and organizational psychology for ten years and works as freelance-organizational consultant. Sebastian's research interests are the functioning of diverse groups, the development of social identities, the creation of psychologically sound work settings and interpersonal processes in leadership. Given the choice, he would like to work from a cosy mountain cottage and spend breaks playing with his little son.

**Prof. Dr. Rolf van Dick**

[http://www.uni-frankfurt.de/51795060/10\\_chair](http://www.uni-frankfurt.de/51795060/10_chair)

**Rolf van Dick** is a Professor of Social Psychology at Goethe University Frankfurt (Germany). Prior to his current position he was Professor at Aston Business School, Birmingham (UK). He has published and edited several books, and around 200 book chapters and papers. Rolf

was visiting professor in Tuscaloosa (USA), on Rhodes (Greece) and in Kathmandu (Nepal) and he was editor of the *British Journal of Management* and the *Journal of Personnel Psychology*. His research is in the area of social identity processes and he applies social identity theory to topics such as leadership, mergers & acquisitions, health and stress, or diversity. Rolf is married and has three wonderful children and he likes reading and running.

## Literature

- Hogg, M. & Vaughan, G. (2014) *Social psychology* (7th edition). Boston: Prentice Hall.  
<http://www.worldcat.org/oclc/56942019>
- Robbins, S.P. & Judge, T.A. (2016). *Essentials of Organizational Behavior* (13th edition). Boston: Prentice Hall.  
<http://www.worldcat.org/oclc/832264681>

**Duration of the seminar:**  
52.5 hours (15\*3,5 hours)

**Attendance:**  
Participants have to attend at least 80 % of the classes.

## Evaluation/Exam:

The Social Psychology Exam will comprise a) a multiple choice exam taking 90 minutes (25 MC-Questions, open book, pass with 50% (and more) correct items and b) a "Creative Research" exercise where groups of students present their understanding of social psychology by applying their knowledge to a given research question

The Organizational Behavior exam will comprise group presentations on case study analysis

Assessment and award of credit points will be on a pass/fail basis, no grades will be given

## Credit Points:

The participants will receive 4 CPs per module (corresponding to 4 morning lectures from 9am to 12.30pm and additional home learning).