

Baden-Württemberg Cooperative State University Karlsruhe Summer School

Instructors: DHBW Karlsruhe faculty, visiting professors, and company representatives

Program Dates: **May 24 – June 7, 2025**

Organizational Behavior

Learning Outcomes

Upon completion of this course, students will be able to:

- Describe the role of user experience design in organizations.
- Compare and contrast approaches to teamwork and communication in Europe (particularly in Germany) and the United States.
- Define key elements of motivation and performance management.
- Identify current challenges in leadership and decision-making in a global environment.

Course Description

This course takes place on location in Karlsruhe, Germany.

It includes lectures on key concepts and applications of Organizational Behavior, including user experience design for organizations, cross-cultural teamwork and communication, motivation and performance management, leadership and decision-making in a global environment. Students will also participate in a business simulation.

The program features basic German language instruction for travel, company visits, cultural activities, and joint events with students from the United States, Canada, the United Kingdom, Germany, and Ukraine.

Upon successful completion, students will be able to:

- Identify and articulate key characteristics of the business environment and organizational behavior in different countries.
- Analyze how organizational behavior and organizational culture influence the quality and effectiveness of user experience design within companies.
- Understand modern approaches to leadership and teamwork across cultures.
- Prepare and deliver a presentation analyzing and comparing organizational behavior in Germany and their home country.

Texts/Readings: Will be provided on-site by instructors.

Assessment: Active participation in classes, discussions, case-studies, business simulation, tours, company visits, and a final presentation.

Credits and Transcripts: The workload corresponds to **5 ECTS** (55 contact hours). Participants will receive a **Certificate of Participation** upon successful completion.