Internationalising Course Design

Activity 3 Activities & Assessments

Worksheet Sample Course Dossier

1.General information & Course learning outcomes

Course name: Teamwork - Theories, Design, and Dynamics

Study load: 5 ECTS (5 x 28 hours)

Number of students: Approximately 70

Hours per week: 4

Teaching methods: Lectures, self-study

Course type: Bachelor's 3rd year;

- Bsc Business Administration students
- Exchange students
- Students from Pre Msc programmes

Course objectives:

After completing Teamwork: Theories, Design, and Dynamics, students are able to:

1. Recognize the skills required for HR officers
2. Identify an appropriate theory to approach and analyze a conflict situation
3. Take perspectives of different organizational actors
4. Suggest theory-driven and evidence-based potential solutions to the problem at hand
5. Justify why the chosen theoretical approach is appropriate
6. Describe and analyze in writing a conflict situation in an organizational context, including the actors, their underlying motivation, and the problem
7. Reflect on the articles that accompany the lectures and apply the insights gained from these to actual and recent organizational events

Short description

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This course provides students with the knowledge and skills to understand and appropriately respond to team dynamics in organizational contexts. As an HRM officer, you need to be aware of the complex relationships that affect processes in organizations. You also need to understand at which relationship level a problem is situated in order to address the problem appropriately. Therefore, team work is approached from a relational perspective, treating teams and organizations as dynamic entities. The lectures combine insights on organizational behaviour with recent research from social and organizational psychology.

2.Justification

The learning outcomes of course are connected to following programme learning outcomes:

The graduated bachelor has knowledge and understanding of the following areas:

- Organization Studies and Human Resource Management.
- Is aware of models and theories in the field of business administration.
- Can integrate insights from key areas in the analysis of organizational issues

Relevance for practice

This course provides students with the knowledge and skills to understand and appropriately respond to team dynamics in organizational contexts. HR officers need to be aware of the complex relationships that affect processes in organizations. They also need to understand at which relationship level a problem is situated in order to address the problem appropriately. Therefore, team work is approached from a relational perspective, treating teams and organizations as dynamic entities.

3.Didactic approach & activities

There will be four lectures on topics covering the different relationships in organizations. During the lectures, interactive activities allow students to engage with the topics more thoroughly.

Next to the interaction during the lectures, students also engage in assignments performed both in groups and individually.

A unique aspect of this course is the peer review that students are obliged to perform on other groups' case study analyses. This approach serves to support students in structuring and critically reflecting on their own paper.

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Lectures (weeks 1, 2, 3, 4)

Attendance of the lectures is not obligatory, but strongly recommended.

Weekly assignments (weeks 2, 3, 4)

Students will engage with the compulsory course reading through the annotation app. Each week, read the two articles and annotate them online. You are required to provide at least 7 annotations per article. Annotations can be meta-comments, questions you have about the text, and answers to questions posted by other students.

Peer Review (weeks 6 and 7)

Students have to perform four peer reviews for other groups' draft versions of the group assignment.

Peer Review Evaluation (week 8)

For each peer review students receive on their own draft version of the case, they are required to fill in a score sheet evaluating the quality of the feedback they received.

4.Assessment

Total grade = 0.70*[grade group assignment] +

0.15*[grade for the three weekly individual assignments] +

0.15*[grade for the quality of the four peer reviews you provided

Group assignment: Case study

The group assignment counts for 70% of the final grade. This grade is determined by the lecturer according to predefined criteria.

Individual assignments: Annotate articles through the annotation app

The individual assignments count for 15% of the grade. This grade is the average grade of the three individual assignments to be performed in the annotation app. Note that each article represents one assignment in the annotation app, thus you need to do two assignments per week and six assignments in total.

Peer review evaluations:

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The peer review evaluations count for 15% of the grade. This grade is the average grade of the four evaluations you receive from other groups' about the quality of the peer review your group performed on the other groups' draft versions of the case study.

Pass criteria:

You will pass the course if you

- score 5.5 or above on the group assignment AND
- score 5.5 or above on the individual assignment component of the course AND
- score 5.5 or above on the peer review evaluation component of the course

N.B. In the Dutch grading system a pass grade is generally a 6 on a scale of 1-10. A grade of 5.5. or above is rounded up to a 6, and therefore this is the minimum pass grade for a course.

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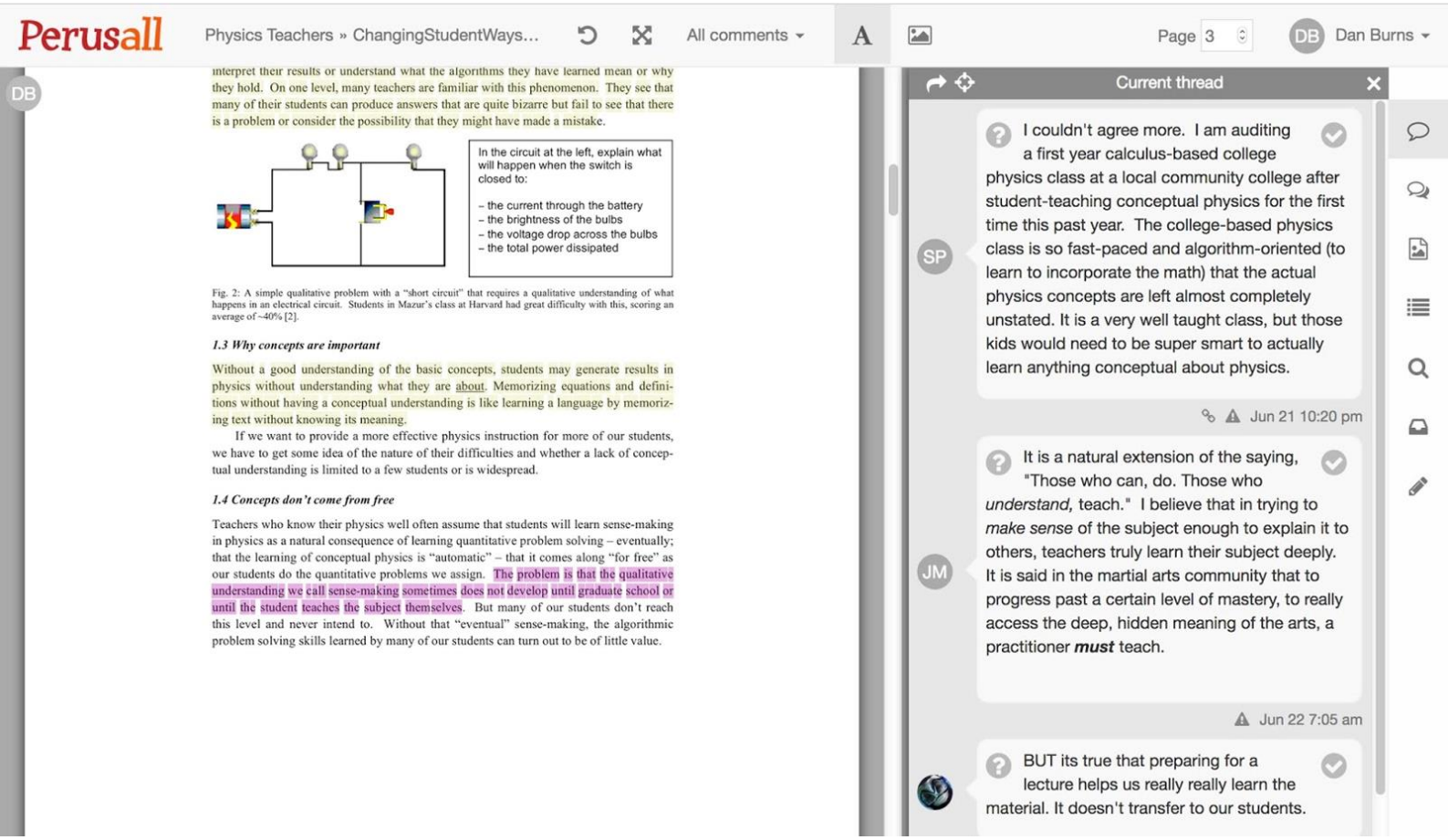
Annex: Example screenshot annotation app



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