Psychological Theories

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Course instructors
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Application procedure

Goal and target audience
This course gives doctoral students an introduction to the psychological theories and concepts that have been most influential for management research and practice. At the end of the course, participants will be familiar with the key concepts, respective empirical findings, and their application to management practice. To this end, each participant will be asked to present in class recent research pertaining to the theory s/he chooses, and to conduct an interactive exercise to facilitate a more comprehensive understanding of the theory’s relevance for management research and practice.

Application process
By email to martin.fladerer@tum.de (Dr. Martin Fladerer) until December 1, 2023. Participants will be admitted on a first come, first served basis.

Course aims

What this course is
It is an introductory course with a broad focus. Its goal is to provide an overview of theories and familiarizes doctoral students with the general premises of these. Each student can choose one theory to engage with more thoroughly.

What this course is not
This course does not necessarily address the applicability of psychological theories to the doctoral students own research.

Course objectives

Knowledge Objectives
After the course, participants are familiar with a collection of eight psychological theories and their relevance for management research and practice.

Skills Objectives
Participants will know how to read and summarize research own specific theories. They will learn how to communicate their research to an audience of interested laypersons.

Learning Objectives
Participants will learn to understand and apply psychological theories to scientific and practical problems.
Preliminary schedule
Course will be held in person at the TUM main campus in Munich (Arcisstr. 21, Building 0505, Room Z577) – except for the Group Feedback, which is online.

Friday, 15 December 2023, 9.00 am to 5.00 pm
Friday, 9 February 2024, 1.00 pm to 5.00 pm, online (Group Feedback)
Thursday, 22 February 2024, 9.00 am to 5.00 pm (Presentation Day 1)
Friday, 23 February 2024, 9.00 am to 5.00 pm (Presentation Day 2)

Core readings

**Topic 1: Power and Social Influence**

**Topic 2: Motivation and Goal Setting**

**Topic 3: Organizational Justice**

**Topic 4: Counterproductive/Unethical Work Behavior**

**Topic 5: Cognitive Dissonance**

**Topic 6: Stereotypes and Discrimination**

**Topic 7: Decision-making in Groups**

**Topic 8: Conflicts in Groups**

*Articles for group discussion in class
**Additional reading (not required)

**Course procedures**
The course will begin with an introduction to psychological research. At the end of the 1st day, doctoral students will choose a theory (see topics above) and a partner to prepare a group presentation. Each group will receive individual feedback on their prepared materials before their actual presentation.
Presentations will be held on the subsequent course days.

**Assessment**

The course is assessed 100% through the final group presentation. Participation in all sessions is mandatory. Participation requires thorough preparation.

**Workload**

3 ECTS (21 hours lectures, 90 hours total workload)