

Advanced OB/HR

Professor Prof. Álvaro San Martín

5th TERM: January – March (10 classes)

(Only for 2nd, 3rd and 4th year students)

This elective complements the first-year course on Organizational Behavior (OB) by dealing with and deepening our understanding of key concepts and research domains in the OB field such as organizational culture, social capital, person-environment fit and employee wellbeing. In addition to these topics, the course will also cover systemic issues related to the management of people, i.e., human resource management. Of the 10 sessions, the first 6 sessions will focus on distinct concepts whereas the remaining 4 sessions will apply these and other relevant concepts to specific research contexts (international or cross-cultural) as well as particular groups of organizational actors (international assignees). A few other professors from the Department of Managing People in Organizations at IESE will form part of this course