INTERNATIONAL SUMMER SCHOOL 2022

SYLLABUS
Academic year 2021/2022

International Summer School 2022

Academic and language requirements

Courses are open to Undergraduate and Graduate students providing that applicants have the **pre-requisites** specified in the course's syllabus.

Courses are taught and assessed in English. For non-native speakers of English, B2 (CEFR) or equivalent (TOEFL IBT 72, IELTS 5.0, TOEIC 750) is highly recommended.

Additional information

For details about study programmes offered by EM Normandie please contact:

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Summer School 2022
Paris Clichy, 18 to 28 July

COURSE TITLE	DIGITAL WORKPLACE AND MANAGING VIRTUAL TEAMS		
Session and Campus	PARIS Clichy – from 18 to 28 July 2022		
Teaching delivery	On campus, attendance mandatory		
Workload (1h = 60 min)	30 class-hours + Independent learning hours	ECTS credits	6
Professors	Mehmet A. ORHAN PhD, morhan@em-normandie.fr Associate Professor of Management and Organizational Behavior, EM Normandie		
Pre-requisite(s) for attending the course	None		
Learning goal(s)	▪ Apply recent management theories, concepts and frameworks in the managerial and organizational context in the digital era. ▪ Evaluate critically about the role of digital workplaces and challenges to propose organizational culture in temporary organizational contexts. ▪ Assess and analyze the deployment of digital workplaces and information systems as a basis for organizational and team performance. ▪ Apply knowledge in order to meet the expectations of the professional world ▪ Demonstrate the ability to collaborate effectively ▪ Motivate and influence team members positively		
Learning objective(s)	By the end of this course; ▪ Students acquire the knowledge about new forms of organizational structures ▪ Students will understand the challenges of the digital workplace and managing remote teams This course is about the recent development in global organizations and implications of (digital) technology for how people work and organize. At an individual and group level, technology enables for increased mobility, so that we witness an increasing rate of (open/home) offices, co-working spaces or highly mobile workforce that identify themselves as 'digital nomads'. Consequently, more and more people work virtually; so online communities become more challenging to manage. Moreover, the use of robotics, decentralized autonomous organizations and algorithms as managers gain traction that workplaces become highly digitalized. At the organization level, technology causes new organizational forms to emerge.		
Learning outcome(s)	▪ Students will approach the challenges from both practical and theoretical perspectives. Investigate a theoretical and practical perspectives within the themes related to new ways of working/organizing, mobility and changing work practices, open office spaces and collaboration, enterprise social media and transparency, open science and crowdsourcing communities, sharing economy and platforms, human robot interactions in the workplace. Under the light of these challenges, there is a need for understanding how to cope with managing remote work and digital workplaces. This course provides theoretical and practical perspectives to successfully tackle these issues and better manage digital organizations and fluid forms of team structures.		

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Course description	Contents: **Management and Social Psychology** **What's Different in Digital Workplaces: New Trends in Organizations after the COVID** **New Forms of Organizational Arrangements in the Digital World** **Different Types of Virtual Teams** **Psychological and Behavioral Challenges of Remote Workers** **Methods:** Lectures and Group Work (Remote Work Simulation)	
Teaching Material	Text	
Evaluation criteria	**Continuous assessment**: 40% - Group Work & Presentation	**Final assessment**:60% - Written Final Exam: Open book & open resources including laptops, mobiles, etc.
Recommended readings	Required: -Ferreira, N., Potgieter, I. L., & Coetzee, M. (2017) Agile Coping in the Digital Workplace. Springer Further Reading: -Orhan, M. A., Castellano, S., Khelladi, I., Marinelli, L., & Monge, F. 2021. Technology distraction at work. Impacts on self-regulation and work engagement. *Journal of Business Research*, *126*, 341-349. -Orhan, M. A., Castellano, S., Khelladi, I., Marinelli, L., & Monge, F. 2021. Technology distraction at work. Impacts on self-regulation and work engagement. *Journal of Business Research, 126*, 341-349. -Castellano, S., Chandavimol, K., Khelladi, I., & Orhan, M. A. 2021. Impact of self-leadership and shared leadership on the performance of virtual R&D teams. *Journal of Business Research, 128*, 578-586. -Orhan, M. A., Rijsman, J. B., & Van Dijk, G. M. (2016). Invisible, therefore isolated: Comparative effects of team virtuality with task virtuality on workplace isolation and work outcomes. *Revista de Psicología del Trabajo y de las Organizaciones – Journal of Work and Organizational Psychology, 32*, 109-122.	