

SYLLABUS

Master Seminar

„Employee Ownership and Organizational Democracy“

Winter Semester 2022/2023

Lecturers:

Prof. Dr. Andrew Pendleton
(University of New South Wales)

Prof. Dr. Thomas Steger

Concept

Employee ownership (EO) and organizational democracy (OD) constitute major topics in contemporary organizational and human resource management, both in theory and in practice. Not only do they challenge several beliefs and assumptions of the liberal economists, but they also provide some alternative ideas for employee involvement and corporate performance.

Nevertheless, EO and OD should not be perceived as synonymous since several challenges between the two also exist. Some scholars argue that EO has a major positive impact on OD, while others perceive EO, first of all, as a financial instrument to satisfy employees and to prevent them from demanding immaterial participation. Moreover, considerable differences in the interplay of EO and OD can be found in different countries and regions (e.g. Germany vs. UK vs. Central and Eastern Europe).

This seminar will provide an overview of EO and OD. Furthermore, the role of both as well as the processes they stimulate in companies will be critically discussed. And, finally, EO and OD and their impact will also be considered in different countries and regions around the globe. Thus, by the end of this course, students should be able to:

- understand both EO and OD and their role within contemporary organizations,
- identify benefits and challenges related to EO and OD,
- critically differentiate between contrasting positions towards EO and OD in the academic discourse.

Moreover, the seminar should stimulate the students' ability to work in teams and to deliver a structured analysis in a timely manner.

Structure

Time/Place	Activity
September 1 – October 14	Enrolment via FLEXNOW Erasmus/exchange students have to register using the accreditation form (which can be found on the homepage) by email to: sekretariat.fo@ur.de
October 17, 6-8 pm, VG 1.31	Introductory Meeting Overview of the seminar Group assignment and group tasks Time schedule
October 19, 8-10 am, VG 1.36	Seminar Meeting I Employee Ownership – A critical overview
October 26, 8-10 am, VG 1.36	Seminar Meeting II Organizational Democracy – A critical overview
November 10, 12 pm	Assignment of topics for the homework
November 24, 12 pm	Deadline for withdrawing/de-registering from the seminar (via FLEXNOW)
January 19, 8 am – 2 pm, VG 1.37	Team presentations
February 28, 12 pm	Deadline for handing in team paper (by email to thomas.steger@ur.de)

Assessment

The assessment for the seminar will take the form of a group project. You will be assigned to a small team of 2-3 students and together you will have to deliver various insights on a specific topic to demonstrate your understanding of the topic in conceptual and theoretical terms. The assessment comprises two components:

1. Each group will give a **formal presentation** on its topic to the whole class. The presentation should last no longer than 20 minutes and will be followed by about 20 minutes of questions and discussion. This part makes up 30% of the final seminar mark.
2. Each group has to submit a **team paper**. The paper should have a maximum of 8,000 words (not including references or appendices) and will be written as a collective piece of work. This part makes up 70% of the final seminar mark.

A success pass in the seminar is worth 6 Credits.

Questions?

All further questions and requests can be addressed by email to thomas.steger@ur.de.