Psychological Foundations for Management

Course No： 02803320   Program：Graduate

Credit：2   Instructor：Prof. Hui WANG

Prerequisite： None   Semester：2017 Fall

Instructor's resume/brief introduction(Within 500 words):

WANG Hui is a professor at the Department of Organization Management, Guanghua School of Management, Peking University. He received his PhD from Hong Kong University of Science and Technology. His research interests focus on the leadership behavior in the Chinese context, organizational culture, and performance management. His articles have appeared on the journals including Academy of Management Journal, Organizational Behavior and Human Decision Process, The Leadership Quarterly, Management and Organization Review, Journal of World Business, and etc.. He is also on the editorial board of Journal of World Business, Journal of Leadership and Organizational Studies, and Management and Organization Review.

Instructor's contact information：

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TA's contact information:

NA

Office hour:

Monday afternoon or by appointment

Program Learning Goals and Objectives

Learning Goal 1 Graduates will be thoroughly familiar with the specialized knowledge and theories required for the completion of academic research.

Objective 1 Graduates will have a deep understanding of basic knowledge and theories in their specialized area.

Objective 2 Graduates will be familiar with the latest academic findings in their specialized area and will be knowledgeable about related areas.

Objective 3 Graduates will be familiar with research methodologies in their specialized area, and will be able to apply them effectively.

Learning Goal 2 Graduates will be creative scholars, who are able to write and publish high-quality graduation dissertation and research papers.

Objective 1 Graduates will write and publish high-quality graduation dissertation and research papers

Objective 2 Graduates will be critical thinkers and innovative problems solvers.

Learning Goal 3 Graduates will have a broad vision of globalization and will be able to communicate and cooperate with international scholars

Objective 1 Graduates will have excellent oral and written communication skills

Objective 2 Graduates will be able to conduct efficient academic communication in at least one foreign language

Learning Goal 4 Graduates will be aware of academic ethics and will have a sense of social responsibility.

Objective 1 Graduates will have a sense of social responsibility.

Objective 2 Graduates will be aware of potential ethical issues in their academic career.

Objective 3 Graduates will demonstrate concern for social issues.

Course Overview

This course provides a doctoral-level overview of micro-level research and theory in organizational behavior. The course will be a collaborative effort of all the participants, orchestrated by the instructor. Each student is expected to be extensively involved in class discussion, and to bring your understanding of the readings. You are also encouraged to connect with other concepts and ideas from the literature. If you run into an article that you think is particularly good and relevant, please bring it to us so that we can incorporate it into the readings.

Course Objectives

This course is one of the first doctoral-level seminars to students. Thus, it targets at a number of objectives:

You are expected to establish your mentality about scientific discovery, the career as a scholar, as well as facts about academia.

You will be actively involved in learning some most fundamental and important topics in micro-OB, and gain a basic understanding of selected individual-level theories and research paradigms in this field.

You are expected to develop your sense of academic inquiry in this field, and enhance your ability to formulate important organizational behavior research questions through the use of theoretical synthesis.

Grading:

Participation and discussion	20%
Short papers	20%
Research paper and Presentation	60%

COURSE SCHEDULE

Week	Date	Topic	Note
1	12nd Sep.	**Course Introduction**	
2	19th Sep.	**Individual Differences at Work: Drives, Needs, and Goal Setting**	
3	26th Sep.	**Personality andAttitudes**	
4	10th Oct.	**Expectancy, Equity, and Justice Theory**	
5	17th Oct.	**Satisfaction and Emotion**	
6	24th Oct.	**Positive Reaction to Organization**	
7	7th Nov.	**Negative Reaction to Organization**	
8	9th Nov.	**Power, Influence and Leadership**	
9	14th Nov.	**Creativity and Innnovation**	
10	21st Nov.	**Socialization and Culture**	
11	28th Nov.	**Multilevel Research on OB**	
12	5th Dec.	**Final Presentation**	

Teaching Methods

This is a doctoral seminar and thus requires active participation for all students.

On a weekly basis, each student is expected to:

Read all required readings;

For the whole semester/course, each student is expected to:

Complete two short articles, each about a research idea worth being investigated, about 1-page in length. The idea should be phenomenon driven.

Complete a comprehensive research proposal that includes motivation, theory development, hypotheses, and, ideally, research methods. It should be on any topic related to the course material. It can be conceptual or empirically oriented and must make new contribution to the field that goes beyond the current literature. It should resemble a journal article (e.g., AMJ, JAP, etc.) as much as possible. I encourage you to discuss and work with your research mentor to develop and write the paper. It can be the elaboration of one of the two short articles you have submitted. It should be written in professional format (AMJ or APA), with about 15-20 pages including everything, Times New Roman, 12 size, and double spaced.

The research proposal will be presented in class. The schedule of the presentation is to be determined.

Textbooks. There are no required textbooks

References & Readings

Selected journal articles, book chapters, and other reading materials are listed in the Appendix.

Videos, CD-ROMs and other adjunct learning resources used

NA