

Organizational Behavior

课程编号: 02813110

授课对象: 组织管理系 I-PhD 2014

学 分: 2

任课教师: 任润、王辉

课程类型: 必修

开课学期: 2014 秋

先修课程: None

任课教师联系方式:

Dr. Run REN renr@gsm.pku.edu.cn 6275-6239, Room 344 (Guanghua No. 2 Building)	Dr. Hui WANG wanghui@gsm.pku.edu.cn 6275-3645, Room 452 (Guanghua No. 2 Building)
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辅导、答疑时间: By appointment

一、 项目培养目标

学习目标 1 系统掌握从事学术研究所需要的专业知识及理论。

具体目标 1、系统掌握本学科基础知识及基本理论

具体目标 2、掌握本学科前沿知识和理论、具有足够的相关领域的知识

具体目标 3、熟练掌握本学科的研究方法

学习目标 2 具有从事创新性研究的能力; 能够撰写并发表高质量的毕业论文和学术论文

具体目标 1、撰写高质量的毕业论文和学术论文

具体目标 2、具有高水平的分析能力和批判思维能力, 能够创造性地解决问题

学习目标 3 具有宽阔的国际视野, 能够与国际学者进行交流、合作的能力。

具体目标 1、具有优秀的口头交流和文字交流能力

具体目标 2、能够熟练地运用至少一门外语进行学术交流与沟通

学习目标 4 了解学术伦理, 具有强烈的社会责任感、关注社会问题

具体目标 1、了解社会责任感的重要性

具体目标 2、了解学术生涯中的学术道德问题

具体目标 3、关注现实社会问题

二、课程概述

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.

三、课程目标（包括学生所提高的技能要求），本课程目标如何服务于项目的培养目标

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

1. You are expected to establish your mentality about scientific discovery, the career as a scholar, as well as facts about academia.
2. You will be actively involved in learning some most fundamental and important topics in micro-OB.
3. You are expected to develop your sense of academic inquiry in this field.

四、内容提要及学时分配

Week	Date	Topic	Note
1	09/16	Introduction	
2	09/23	What is OB? Scientific Inquiry and Theory Development	
3	09/30	Individual Differences at Work: Personality, Attitudes, & Emotions	
4	10/07	Break! National Holiday.	
5	10/14	Motivation: Expectancy and Goal-setting Theory	
6	10/21	Organizational Justice	First short article due
7	10/28	“Undesirable” Work Behaviors	
8	11/4	Leadership	
9	11/11	Publishing and Presentation of Research Products	Second short article due
10	11/18	Multilevel Research on OB	Discussion of research ideas
11	11/25	Final Presentation	Final paper due on Dec. 21, 2013

Note: The content is subject to change.

Reading List (see Appendix)

Below you can find the reading list for each session. The “Required” readings should be read by everyone before the class, and will be presented by a student (one paper per student). The “Recommended” readings are not required for this course. But they can comprehensively enhance your understanding, or provide “quick” (fast and loose) or additional information. You are encouraged to read them if your time allows, or you can consider to read them later.

For all the readings, you can get electronic copies, and print out on your own. In addition, most of the readings listed on this syllabus are available online from PKU library.

五、教学方式

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

On a weekly basis, each student is expected to:

1. Read all required readings;
2. Present a one-page “ticket” that summarizes a paper of your choice AND summarizes your thinking, concerns, questions to discuss, or ideas about future research. This summary is due by Sunday noon (email);
3. Present an article once every other week (depending on enrollment).

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

1. Complete two short articles, each about a research idea worth being investigated, with about 2-page long, double spaced;
2. Complete a comprehensive research article 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.

六、教学过程中 IT 工具等技术手段的应用

Presentations may be facilitated with PPT.

七、教材

Selected journal articles, book chapters, and other reading materials.

八、参考书目

Miner, J. B. (2002). *Organizational behavior: Foundations, theories, and analyses*.

New York: Oxford University Press.

陈晓萍, 徐淑英, & 樊景立 (Eds.). (2008). *组织与管理研究的实证方法*. 北京: 北京大学出版社.

九、教学辅助材料, 如 CD、录影等

Not applicable.

十、课程学习要求及课堂纪律规范

All students are expected to be actively engaged in the learning process. No participation in class discussion will be a sufficient cause for a student to fail the course.

十一、学生成绩评定办法 (需详细说明评估学生学习效果的方法)

The grades are composed of five parts as below:

Presentation of readings	20%
Tickets and class discussions	20%
Short papers (two)	20% (10% each)
Research paper and presentation	40%

Some Journal Abbreviations

AME: Academy of Management Executive	JAP: Journal of Applied Psychology
AMJ: Academy of Management Journal	JOB: Journal of Organizational Behavior
AMR: Academy of Management Review	Psych Bull: Psychological Bulletin
ASQ: Administrative Science Quarterly	OBHDP: Organizational Behavior & Human Decision Processes
MOR: Management and Organization Review	JPSP: Journal of Personality and Social Psychology