

课程大纲

课程编号: 02804010

授课对象: 研究生

课程名称: 组织管理前沿

英文名称: **Frontiers in Organizational Management**

周学时/总学时: 3/36

学 分: 2

任课教师: **Hui Wang, Li Ma, and others**

开课学期: 2013 春

先修课程: **OB & OT seminars**

任课教师联系方式:

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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 will critically examine current theory and empirical research on organizational management. Our objective will be to prepare participants in the seminar to become effective researchers in this field of study. Classes will be student-driven with a focus on discussion and critical debate. All students will be expected to actively contribute to the discussions during each class period. The final deliverable for the course will be a research project on some significant aspect of organizational management that you will further investigate to be a publishable paper.

This course will be facilitated by Dr. Hui Wang and Dr. Li Ma, but a number of professors who are active in research will lead discussions in various sessions. For each session, students will be required to read a number of published papers in the literature, and if applicable, with an on-going (or recently published) paper by the leading professor. Class time will be used by discussions, debates, and constructive elaboration of current research ideas. Discussions are suggested to include (1) the critical review of the current literature of the topic in hand, (2) how to improve the professor's ongoing paper, (3) how to elaborate any student's project related to this topic, and (4) facts and suggestions about "living" in academia.

三、课程目标（包括学生所提高的技能要求）

This course targets at a number of objectives. First, you are expected to establish your mentality about being a scholar. Second, start your own line of research. Third, hopefully you can have a project publishable soon.

四、内容提要及学时分配

Week	Date	Topic	Facilitating professor
1	02/25	Setting the table	Hui Wang Li Ma
2	03/04	Alternatives to bureaucracies	Yi Han
3	03/11	Corporate political activities and corporate social responsibilities in China	Jianjun Zhang
4	03/18	Gender and leadership	Jack Chiang
5	03/25	Organizational deviance	Yi Han
6	04/01	Concession processes and information (a)symmetry in negotiations	Li Ma
7	04/08	Conflict avoidance and its implications for organization management	Zhixue Zhang
8	04/15	Diffusion of business practices: A new perspective	Yanlong Zhang
9	04/22	Recent advancement of leadership research	Hui Wang
10	04/29	Leadership research in Chinese organizational context	Hui Wang
11	05/06	Final presentation	Hui Wang Li Ma

Assignments:

Students should read each of the articles listed for a given class session. However, each student will be assigned lead responsibility for an article during a session. Those students will be asked to prepare a written executive summary of the article as well as a brief critical evaluation of its strengths and limitations. This student will also be expected to formally lead discussion of the paper during the actual class session.

Final Project:

The final assignment for the course will be an original scholarly contribution examining a significant aspect of social conflict and/or negotiation. As new researchers in this area,

students are encouraged to undertake a major review of empirical research addressing a question of significant interest in this field. You can discuss with your mentor or a professor to find an appropriate project to complete the requirement of this course.

五、教学方式

This is a doctoral seminar and thus requires active participation for all students. Each student is expected to:

1. Read all required readings each week;
2. Present (probably) once every other week (depending on total number of students).
3. Complete a comprehensive research article that includes motivation, theory development, hypotheses, and, ideally, research methods. If you have access to a useable dataset, include analyses, results, and discussions as well. It should be on any topic related to organization and management. It should resemble a journal article (e.g., AMJ) as much as possible. You are encouraged to discuss and work with your mentor to develop the idea, but you should take the major responsibility to write the paper. Length is not a concern, but writing quality should be acceptable.

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—all will be provided by professors leading your sessions.

八、参考书目

None.

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

The grades are composed of three parts as below:

Presentation of readings	30%
Class discussions	20%
Research paper and presentation	50%

Details for the sessions [to be added].

Session 2 (Mar. 4): Alternatives to bureaucracies (Yi Han)

Readings:

- Williamson, O. E. 1981. The economics of organization: Transaction cost approach. *American Sociological Journal*. 87: 548-77.
- Ouchi, W. 1980. Markets, bureaucracies, and clans. *Administrative Science Quarterly*, 25: 129-41.
- Boisot, M. and Child, J. 1996. From fiefs to clans and network capitalism: Explaining China's emerging economic order. *Administrative Science Quarterly*. 41:600-28.
- Han, Y. Organizations as Communities: The rise (and fall) of community capital in Chinese firms.

Session 6 (Apr. 1): Concession processes and information (a)symmetry in negotiations (Li Ma)

Readings:

- Kwon, S., & Weingart, L. R. (2004). Unilateral concessions from the other party: Concession behavior, attributions, and negotiation judgments. *Journal of Applied Psychology*, 89, 263-278.
- Murnighan, J. K., Babcock, L., Thompson, L., & Pillutla, M. (1999). The information dilemma in negotiations: Effects of experience, incentives, and integrative potential. *International Journal of Conflict Management*, 10, 313-339.
- Smith, D. L., Pruitt, D. G., & Carnevale, P. J. D. 1982. Matching and mismatching: The effect of own limit, other's toughness, and time pressure on concession rate in negotiation. *Journal of Personality and Social Psychology*, 42(5): 876-883.
- Ma, L., Showail, S., Zhang, H.-Y., Xu, M-Y., Campagna, R., & McLean Parks, J. Concessions in negotiations: The roles of initial assessment and signaling on outcomes of a negotiated agreement. Working paper.

Discussions:

- What is the future of studying negotiation concession processes? What is known and what is not? Does the working (conference) paper have a good future?

Session 8 (Apr. 15): Diffusion of business practices: A new perspective (Yanlong Zhang)

Readings:

- Ansari, Shazad, Peer C. Fiss, and Edward J. Zajac. 2010. Made to Fit: How Practices Vary As They Diffuse. *Academy of Management Review*, 35: 67-92.
- Kennedy, Mark T., and Peer C. Fiss. 2009. Institutionalization, Framing, and Diffusion: The Logic of TQM Adoption and Implementation Decisions among U.S. Hospitals. *Academy of Management Journal*, 52: 897-918.