

Frontiers in Organizational Management Spring 2014 课程大纲

课程编号: 02804010 授课对象: I-PhD 2013
课程名称: 组织管理前沿 英文名称: Frontiers in Organizational Management
周学时/总学时: 3/30 任课教师: Hui Wang, Li Ma, and others
学 分: 2 开课学期: Spring 2014
先修课程: OB & OT **Time:** Thursday 13:00-16:00, Feb. 20-May 8
 seminars **Location:** Classroom 354, New Guanghua Building

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[Tentative]

Week	Date	Topic	Facilitating professor
1	02/20	Setting the table	Hui Wang Li Ma
2	02/27	Leadership behavior	Hui Wang
3	03/06	Corporate social responsibility	Jian-Jun Zhang
4	03/13	Leadership research in China	Hui Wang
5	03/20	Conflicts in organizations	Zhi-Xue Zhang
6	03/27	Social movement and organizations	Yi Han
7	04/03	Paradigm debates	Li Ma
8	04/10	Qualitative methods in management research	
9	04/17	TBD	Jack Ting-Ju Chiang
10	04/24	Corporate political strategies	Yanlong Zhang
	05/01	Break	
	05/08	Preparation for paper and presentation	
11	05/15	Final presentation	Hui Wang Li Ma

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

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. 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%