

Frontiers in Organizational management

Course No : 02804010

Program : Postgraduate

Credit : 2

Instructor : 任润、王辉

Prerequisite : None

Semester : 2015 Spring

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

Dr. Run Ren is an assistant professor in the Department of Organization & Management at the Guanghua School of Management, Peking University, China. She got her doctoral degree in Management from Texas A&M University. Her research interests include organizational justice, creativity, leadership, and human resource management. Her work has appeared in journals such as Journal of Applied Psychology, Journal of Organizational Behavior, Journal of Vocational Behavior, Journal of Occupational and Organizational Psychology, Journal of Business Ethics, etc. She teaches Organizational Behavior and Human Resource Management at undergraduate, MBA, and graduate levels.



Dr. Hui Wang is a Professor of Organizational Management at Guanghua school of Management, Peking University. His recent research focuses on Organizational Behaviors, Human Resource Management, especially perceived insider status, empowering leadership behavior, perceived organizational support, etc. Professor Wang has written numerous scholarly articles, which have appeared in many publications including Academy of Management Journal, International Journal of Human Resource Management, International Journal of Human Resource Management, Management and Organization Review, The Leadership Quarterly, International Journal of Operations and Production Management, and so forth. He is an editorial board member of Journal of World Business, Acta Psychologica Sinica, Advances in Psychological Science, and he is also a specially invited researcher of China Enterprise Culture Promotion Association. He teaches various courses at undergraduate, MBA, and graduate levels.



Instructor's contact information :

REN Run: renr@gsm.pku.edu.cn, 6275-6239, Room 344

WANG Hui: wanghui@gsm.pku.edu.cn, 6275-3645, Room 452

TA's contact information:

No TA.

Office hour:By appointment

Program Learning Goals and Objectives

- 1 **Learning Goal 1** Graduates will be thoroughly familiar with the specialized knowledge and theories required for the completion of academic research.
 - 1.1 Objective 1 Graduates will have a deep understanding of basic knowledge and theories in their specialized area.
 - 1.2 Objective 2 Graduates will be familiar with the latest academic findings in their specialized area and will be knowledgeable about related areas.
 - 1.3 Objective 3 Graduates will be familiar with research methodologies in their specialized area, and will be able to apply them effectively.

- 2 **Learning Goal 2** Graduates will be creative scholars, who are able to write and publish high-quality graduation dissertation and research papers.
 - 2.1 Objective 1 Graduates will write and publish high-quality graduation dissertation and research papers
 - 2.2 Objective 2 Graduates will be critical thinkers and innovative problems solvers.

- 3 **Learning Goal 3** Graduates will have a broad vision of globalization and will be able to communicate and cooperate with international scholars
 - 3.1 Objective 1 Graduates will have excellent oral and written communication skills
 - 3.2 Objective 2 Graduates will be able to conduct efficient academic communication in at least one foreign language

- 4 **Learning Goal 4** Graduates will be aware of academic ethics and will have a sense of social responsibility.
 - 4.1 Objective 1 Graduates will have a sense of social responsibility.
 - 4.2 Objective 2 Graduates will be aware of potential ethical issues in their academic career.
 - 4.3 Objective 3 Graduates will demonstrate concern for social issues.

Course Overview

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 product for the course will be a research project on a topic of the author's interest. Though not required for this course, students are strongly encouraged to further investigate this project and make it a publishable paper.

This course will be facilitated by Dr. Hui WANG and Dr. Run REN. A number of professors will lead the discussion in various sessions related to their expertise. For each session, students will be required to read a number of articles in the literature assigned by the leading professor. Class time will be used on discussions, debates, and constructive elaboration of current research ideas. Discussion will focus on, but not limited to, (1) the

critical review of the current literature of the topic, (2) how to improve the current literature, (3) elaboration of potential research projects related to this topic, and (4) facts and suggestions about “living” in academia.

Course Objectives

This course targets at a number of objectives.

1. To facilitate students establish their mentality about being a scholar.
2. To help students start their own line of research.
3. To advise students on their specific research project.

Detailed Course Plan*

| Week | Date | Topic | Facilitating Professor |
|-------------|-------------|---|-------------------------------|
| 1 | 03/05 | Introduction and Setting the table | Hui Wang & Run Ren |
| 2 | 03/12 | Creativity | Run Ren |
| 3 | 03/19 | Gender and Leadership | Jack Chiang |
| 4 | 03/26 | Chinese Leadership | Hui Wang |
| 5 | 04/02 | Social Networks and Venture Capital Industry | Yanlong Zhang |
| 6 | 04/09 | Corporate Social Responsibility and Corporate Political Activities | Jianjun Zhang |
| 7 | 04/16 | Critique of peers' research papers Each student should criticize two of their peers' proposals | Hui Wang & Run Ren |
| 8 | 04/23 | TBD | Run Ren |
| 9 | 04/30 | TBD | Hui Wang |
| 10 | 05/07 | Final presentation | Hui Wang & Run Ren |

*subject to change.

Final Exam

Research Paper:

The final assignment for the course will be an original scholarly article examining an important topic of organizational behavior, or other topics related to this course. As new researchers in this area, students are encouraged to undertake a major review of empirical research addressing a question of significant interest. Students are also encouraged to discuss with other classmates, their mentors or other professors to find an appropriate project to complete the requirement of this course. However, it should be your own original scholarly work. At the end of the semester, each student will present their research paper to the class.

Teaching Methods

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 and actively participate in class discussion.
2. Complete a comprehensive research article that includes motivation, theory development, hypotheses, and research methods (data collection not required). If the student has 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., those in AMJ, JAP, LQ, JOB etc.) as much as possible. Students are strongly encouraged to discuss and work with their mentors or other professors to develop the idea, but students should take the major responsibility to write the paper. Length is not a concern, but writing quality should be acceptable.
3. Criticize their peers' research paper. Each student should write critiques on two of their peers' research papers.

IT tools to be used in the classroom

None.

Textbooks

None

References & Readings

Reading materials will be provided by professors before the session.

Videos, CD-ROMs and other adjunct learning resources used

None

Rules students must follow

All students are expected to be actively engaged in the learning process. Students should read each of the articles listed for a given class session. No participation in class discussion will be a sufficient cause for a student to fail the course.

Course Assessment

The grades are composed of three parts as below:

| | |
|---------------------------------|-----|
| Class discussions | 30% |
| Critique on peers' research | 20% |
| Research paper and presentation | 50% |