

Advanced Topics in Organizational Behavior

课程编号： 02804050

学 分： 2

课程类型：必修

先修课程：

授课对象：研究生

任课教师：江亭儒

开课学期：2013 秋

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Office Hours: Mondays 10:00am–11:30am or by appointment

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

Course Description

The purpose of this research-based course is to review the major theories of leadership (and related theories) and their uses in organizational settings. Leadership is a core construct in the field of Organizational Behavior and has been studied from many perspectives. We will take a broad view in our analysis, looking at various causes and consequences of leadership behavior.

Course Objectives

- 1) Understanding the existing theory and research.

- 2) Developing research ideas that can and should be done to further our knowledge about a topic.
- 3) Developing a good sense about how to publish on top journals

You are assigned five to six readings per week, which should be a reasonable workload. For each reading (and as usual), each of you should be able to identify and discuss (1) its overall point or purpose, (2) questions for and disagreements you may have with the author(s), and (3) the readings contribution to the literature.

The class time will consist almost entirely of discussion of the week's readings. I expect you to not only have read the articles prior to coming to class, but also to jot down some notes for yourself on what interested from the reading, what you were confused about, and what you agreed or disagreed with from the readings. This should enhance our discussions and help us all achieve a greater understanding of the topic.

Evaluation and Responsibilities

Your grade will be determined by my evaluation of 1) class participation, 2) a paper, and 3) a presentation.

Class Participation (40%)

The only way this seminar will work is if we are prepared every week to talk about each topic. To help in this regard we will do the following.

First, each of you will be responsible for distributing the readings to class members for one of the eight week meetings (by emails). If you can't find a specific reading, please let me know in advance.

Second, each of you will be assigned to one specific reading each week. When you are assigned to be a discussion leader on a specific reading, you should be especially well prepared for class because you will guide the class to discuss the reading. You should provide a structure for our interaction, make sure that we compare and contrast perspectives, discuss the primary themes and contributions of the research, identify gaps and potential areas for future research, and stay focused on the topic. In your role as a discussion leader, you will facilitate the participation of other class members.

Finally, for every week I'd like you to bring a research idea to class based on the readings for that week. This research idea can be based on the reading you summarize or on other reading for that week. These research ideas must be ones that you think would really increase our knowledge on a topic, not just a minor modification or replication of an existing study. This can be a fun and exciting seminar if we all chip in.

Research Paper (40%)

The paper will be a research proposal. Pick a topic you find of interest and write a 10-15 page proposal. The thing about proposals is that you can sort of assume that various resources (time, money, help) and necessities (materials, subjects, willing organizations) are available. While these may be real world constraints you need not be terribly bothered by them.

The real focus of the exercise is for you to think of an issue you would want to know more about and design a way to examine the issues thoroughly by means of research.

I recognize that most of you are not experts on these topics (and thus our knowledge and judgment about what has been done or needs to be done is limited) or research design (and thus your sophistication with statistical procedures is not high) so I will not be heavily weighting these aspects of the proposal. I will be looking for a sound grasp of an issue and a well argued, logical research strategy.

In order to ensure your paper topic is appropriate, each of you will turn in a **two- or three-page proposal (double-spaced)** and briefly talk about your idea for your proposal in class during weeks 8. This activity will provide you with some feedback and sharpening of ideas. **The paper is due Monday, November 25th.**

Presentation (20%)

You will need to present your paper in class on either **November 11th or November 18th**. The presentation format is very similar to a scholarly paper session of the Academy of Management Meeting. 3 research papers will be bundled in each scholarly paper session. I will arrange your presentation based on the similarity of the topics in your research papers (after reviewing your 2-3 page short proposals). We will have three scholarly paper sessions for your final presentation. The first session will be held on November 15th. The rest will be held on November 22nd.

You will be given 15 minutes to present your research. There will be a short Q&A right after your presentation. In the end of every session, there will be a formal Q&A session. Your responses to the questions are also included in the evaluation.

Fall 2013 Course Schedule

Weeks	Dates	Topics	Assignments
1	9/9	Introduction	
2	9/16	Trait-Based Leadership	
3	9/23	The Full Range Model (Transformational, Transactional, and Laissez-Faire Leadership)	
4	9/30	National Holiday	
5	10/7	Authentic and Ethical Leadership	
6	10/14	The Dark Side of Leadership	
7	10/21	Upper Echelon	
8	10/28	Research Methods: Publishing on Top Journals	Paper summary
9	11/4	Empowerment & Shared Leadership	
10	11/11	Paternalistic Leadership Final Presentation I	
11	11/18	Final Presentation II	
	11/25		Paper due