

# SYLLABUS

## Organizational Behavior (3 credits)

Instructor: Yuwen Liu

### Course Description:

This course explores the central, strategic role that HR plays in making organizations competitive. This course focuses on the concepts and practices of human resource management, namely recruitment and selection of employees, equal opportunity, training and development, performance appraisals, compensation and benefits issues. A special focus on the increase of globalization and workforce diversity in the high-performance organization is also included.

### Course Objectives:

1. Comprehend the basic concept of applying organizational behavioral theories into business practices.
2. Work as a team and put their business knowledge into practice in making group decisions.
3. Identify and use sources of power and political skills.
4. Identify and use organizational culture as a managerial lever.
5. Employ alternative conceptual frames to analyze organizational behavior;
6. Lead and manage organizational change.
7. Espouse a personal management and leadership philosophy.

### Readings:

Required textbook: McShane and Von Glinow (2010), Organizational Behavior, 5th ed. (McGraw Hill)

Supplementary reading materials are available in class

### Class Structure:

Class sessions may include lectures, small and large discussion groups. We will strive to clarify, supplement, and analyze text materials. You are responsible for all assigned readings and all materials presented in class. You are also responsible for all information disseminated in class and all course requirements, including deadlines.

### Course requirements:

Assignment #1 (Personal Case Analysis)	15%
Weekly group presentation for the selected case	20%
Assignment #2 (Group Project)	15%
Mid-term exam	20%
Final exam	20%
Class participation and activities	10%

**Tentative Weekly Schedule:**

<u>Week 1</u> 2/22	Introduction/course overview	Chapter 1
<u>Week 2</u> 2/29	Personality and values	Chapter 2 Exercises 2.4/2.7
<u>Week 3</u> 3/07	Perception and learning	Chapter 3 <i>Study Groups #1 &amp; #2</i>
<u>Week 4</u> 3/14	Video	
<u>Week 5</u> 3/21	Emotion and attitude	Chapter 4 <i>Study Group #3</i>
<u>Week 6</u> 3/28	Work Motivation	Chapter 5 <i>Study Group #4</i>
<u>Week 7</u> 4/04	No class	
<u>Week 8</u> 4/11	Applied performance practices	Chapter 6 <i>Study Group #5</i> Assignment #1 DUE
<u>Week 9</u> 4/18	Group Processes Mid term exam	Chapters 8, 9 <i>Study Group #6</i>
<u>Week 10</u> 4/25	Decision management	Chapter 7 <i>Study Group #1</i>
<u>Week 11</u> 5/02	Power	Chapter 10 <i>Study Group #2</i>
<u>Week 12</u> 5/09	Conflict and Negotiation	Chapter 11 <i>Study Group #3</i>
<u>Week 13</u> 5/16	Leadership	Chapter 12 <i>Study Group #4</i> Exercise (coaching style)
<u>Week 14</u> 5/23	Organizational culture	Chapter 14 <i>Study Group #5</i>
<u>Week 15</u> 5/30	Group project	
<u>Week 16</u> 6/06	Organizational change	Chapter 15 <i>Study Group #6</i>
<u>Week 17</u> 6/13	Group project	Assignment #2 DUE
<u>Week 18</u> 6/20	Final exam	