Course Prerequisite: This course's prerequisites include Management 7030, its equivalent, or permission from the chairman of the management department. If you don't have one of these, you will be administratively dropped from the course.


Course Description: This course covers major historical and contemporary theories of organizational behavior. Emphasis is given to theory and research at the individual-level and group-level of organizational behavior and to the relevance of the organization context to theory and research at these levels of OB. Development of individual research studies in OB will be pursued through a scholarly research project/paper. Group analysis and discussion of your research project/paper and various OB topics will occur at regular class meetings.

Course Objectives
1. To create an interest in and develop an awareness of the field of organizational behavior (OB).
2. To provide an opportunity to explore, discuss and analyze major theories, concepts, and principles of the field of OB.
3. To learn how to develop and write a scholarly theoretical research paper in OB.
4. To prepare doctoral students for comprehensive exams in OB.

COURSE PROCEDURES

General: This is a research seminar. A research seminar requires students to be highly involved, self-motivated, and willing to play an active role in learning how to write, think, and discuss organizational behavior theory and research. The course will follow two broad pathways to these ends. You need to bring to class on the first or no later than the second class a theoretical research paper that you wrote on an OB topic. We will all work together on your papers during the semester to build and hone your theory development and writing abilities in OB. Although I want you to bring your best possible papers to class, don’t obsess about writing a perfect paper. I realize you’re not experts at this, and there is no such thing any way, some papers are just better than others. Or another way to put it is, some papers make it through the journal review process and others do not survive it. You will learn what distinguishes the so-so papers from the excellent ones as we work through the semester. Some of you may be able to dig out an old paper you wrote in an OB or Organizational or Industrial Psychology course and work on it during the summer.

In conjunction with this pathway, we will discuss the assigned readings in OB. In this vein, students will be responsible for leading discussions of scholarly articles and book chapters on various topics in OB (i.e., teaching, presenting, discussing, and answering questions). Along with leading a discussion on these materials, students are required to provide other students and the professor with written copies of their seminar materials (e.g., summaries of articles and text chapter). This material will be indispensable as you prepare for your comprehensive exams. In a seminar, the
professor is not a lecturer but a facilitator. As a facilitator, the professor will introduce the topic and the presenter/s and leave most of the discussion to the students. During the class, however, the professor will help focus the discussion on important issues related to each topic and interject points—if necessary, regarding ideas which may have been underemphasized or overlooked.

Specifics

Tests. There will be two essay exams. The final is comprehensive. Doctoral students will benefit from treating these as an opportunity to prepare for the OB portion of the comprehensive exams. Weights assigned to these tests for course grading are provided under the “Grading” section below.

Article Discussions and Abstracts. For each topic during the semester, the professor will assign or you may volunteer to read, abstract and discuss related articles and/or book chapters. Each student will have one or two articles/book chapters to present for each class. You may include overheads, handouts, and other supporting material to promote an understanding of the assigned reading. Along with the presentation, the student should prepare a summary of the text material and one-page abstracts of the books and articles relating to their topics. The summaries and abstracts will prove especially helpful in preparing for the tests and as a resource for preparing for comprehensive exams.

Theoretical Research Paper. Ph.D. students will prepare a theoretical research paper in OB. Students may select a topic through discussions with the professor, or the student may choose a topic on his/her own. If students select their own topic, I need to approve it. You should start the paper as soon as the semester starts. We will begin discussing your topics/papers as early as the second class and our discussions will continue throughout the semester. The paper normally should not exceed 21 typed pages (excluding references, tables, figures). The format and style of the paper should conform to the Academy of Management Review or Journal.

Turning in Assignments. All assignments must be turned in on the specified dates. For every work day that an assignment is late, the student and/or group forfeits a letter grade.

Tardiness. Make every effort to be at class on time.

Tentative Class Schedule

Aug 28. Class 1: Course Introduction: Theory in OB

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**Sep 4. Class 2: Context, Time, and Levels in OB Theory and Research**


**Sep 11. Class 3: Personality, Attitudes, Emotions**


Sep 18. **Class 4: Organizational Citizenship Behavior, Counterproductive Work Behavior, Organizational Deviance, Self-Defeating Work Behavior**


Amy Colbert et al. 2004. Interactive effects of personality and perceptions of the work situation on workplace deviance. *Journal of Applied Psychology, 89*: 599-.


**Sep 25. Class 5: Work Motivation, Goals, Feedback**


**Oct 2: Class 6: Judgment, Decision Making, Ethics**


Oct 9. **Class 7: Mid-Term Exam**

Oct 16. **Class 8: Social Exchange: Justice, Trust, & Perceived Organizational Support**


Oct. 23. **Class 9: Leadership & Mentoring**


Nov 6. Class 11: Workplace Ostracism & Social Exclusion


Nov 13. Class 13: Person-Organization Fit, Climate, & Work Design


**Nov 20. Course Review & Research Paper Discussions**

**Nov. 27. Thanksgiving Holiday**

**Dec. 2. Class 14: Final Exam**

**Dec 11. Class 15: *****RESEARCH PAPERS DUE*****

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¹ This class schedule may change as the professor deems necessary. Changes will be announced in class. Students not attending class are responsible for obtaining this information.
<table>
<thead>
<tr>
<th>Component</th>
<th>Weight</th>
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<tbody>
<tr>
<td>Midterm Tests</td>
<td>15%</td>
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<tr>
<td>Final</td>
<td>20%</td>
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<tr>
<td>Research Paper</td>
<td>50%</td>
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<tr>
<td>Preparedness/Participation</td>
<td>15%</td>
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Grading Scale: A=100-90  B=89-80  C=79-70  D=69-60  F=59-0