

Organizational Behavior

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|--------------------------|--------------------------------------|-----------------------------------|------------------|-------------------|
| Course Name | Course type (credit/hours) | Required course(3/3) | Course code | I073 |
| | Target students Division/major/grade | Business Administration/Sophomore | Opening semester | 2018 1ST SEMESTER |
| | Class time and classroom | Mon C(Da310)Wed C(Da310) | English Grade | A(100%English) |
| Reference to this course | Prerequisite courses | | | |
| | Related basic courses | | | |
| | Recommended concurrent courses | | | |
| | Related advanced courses | | | |

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|--------------------|-----------------------|------------------|--|------------------|--------|----------------------|
| Instructor | Name (title/division) | | Dae Yong Jeong(Professor, Business Administration) | | | |
| | Office Room Number | 다산관 424 | Office phone Number | 2840 | e-mail | |
| | Office hours | 1pm-2:30pm, Tue. | | Homepage address | | |
| Teaching Assistant | Name (title/division) | | | | | |
| | Office Room Number | 509 Dasan Hall | Office phone Number | 010-7383-4537 | e-mail | ich45337@hanmail.net |

1. Introduction

The field of Organizational Behavior (OB) is devoted to the study of how individuals relate in workplace and how groups and organizations affect their members. This course will introduce you to the central concepts, theories and frameworks in OB. The cases assigned will help you sharpen your skills in applying those theories and frameworks to analyze real management problems and develop appropriate solutions.

The course is divided into two major parts. The earlier part is “micro” in nature. We focus here on “individuals” in organizations. In the process, we will learn about individual differences in various aspects (e.g., personality, ability, motivation, creativity, perception, and value), and how to channel their effort and behavior in ways (e.g., learning, job design, appraisal, and pay system) that promote the achievement of organizational objectives and the well-being of the organizational members. The later part is more “macro” in nature, and deals with a variety of topics, including organizational structure, culture, ethics, work teams, leadership, power, politics, etc. We will here learn about how organizations can affect individual behaviors and discuss how to design organizations so that organizational members work together to achieve real synergies.

2. Course Objectives

<경영학교육인증 교과목 학습성과>

| | |
|----|--|
| K1 | Students understand basic theoretical knowledge in core areas of Business Administration/E-Business. (Basic Knowledge) |
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3. Class types and activities

I do not use a spoon-feeding teaching style. Learning in my class is based on collective action. You are required to complete the readings prior to class, contribute to the discussion of the material, and ask questions when you do not understand. You will learn from your classmates and help them learn. As an instructor, I am here to facilitate your mutual teaching and learning, not to give you “the answers.”

Active participation in discussions is expected, and your participation will be evaluated. While I recognize that, for some of you, speaking in class may be more difficult than for others, the role of class discussions is to encourage you to develop this skill. To help with that, I will call you on at any time.

WARNING: If you are uncomfortable or unwilling to participate and contribute to a joint-learning environment, you should consider taking another course (or taking this course with another instructor).

4. Teaching Method

☒ lecture

☒ discussion and debate

☒ team project(presentation and case studies)

☐ experiments(role-playing,etc)

☐ designing and production

☐ on-site learning(on-site training)

☐ others

5. Support Systems in Use

- | | | |
|--|---|---|
| <input checked="" type="checkbox"/> AjouBb | <input type="checkbox"/> automatic recording system | <input type="checkbox"/> web-based assignment |
| <input type="checkbox"/> cyber lecture | <input type="checkbox"/> online content | |
| <input type="checkbox"/> class behavior analyzing system | <input type="checkbox"/> others | |

6. Teaching Tools

- | | | |
|---|--|--|
| <input checked="" type="checkbox"/> PBL(Problem Based Learning) | <input checked="" type="checkbox"/> CBL(Case Based Learning) | <input checked="" type="checkbox"/> TBL(Team Based Learning) |
| <input type="checkbox"/> UR(Undergraduate Research) | <input type="checkbox"/> FL(Flipped Learning) | <input type="checkbox"/> DSAL(Data Science Active Learning) |
| <input type="checkbox"/> others | | |

7. Knowledge and ability required for taking this course

1. College-level English skills.
2. Willingness to participate in class activities.

NOTE: all activities in class will be conducted in English only.

8. Method of Evaluation

| Evaluation Item | The Number of Times | Evaluation Proportion | Remarks |
|-----------------|--------------------------------------|-----------------------|--|
| Attendance | | | |
| midterm exam | 1 | 35% | Short essay questions. |
| final exam | 1 | 35% | Short essay questions. |
| quiz | Pop-quizzes | 10% | Pop-quizzes (unannounced) will be given several times throughout the semester. |
| presentation | | 10% | Discussions |
| discussion | | | |
| homework | | | |
| etc | Class Participation | 10% | Class activities |
| study hours | 3-7 hours depending on your ability. | | |

9. Textbook and supplementary material

| Main/Sub | Title (Web-site) | Writer | Publisher | Publication year |
|----------|--|-----------------------------|----------------------|------------------|
| Main | Course pack (Various Articles) | Authors | Publishers | 0000 |
| Main | Understanding & Managing Organizational Behavior | George, M. J. & Jones, G. R | Pearson Education Co | 2012 |

10. Class system and Class shedule

< Class Schedule >

* language : K-korean, E-English

| Weeks | Topics | language | Instructor | Teaching Method | Evaluation Method | Matter to be prepared |
|-------|---|----------|----------------|-----------------|-------------------|-----------------------|
| 1 | Introduction to the field of OB | E | Dae Yong Jeong | | | |
| 2 | Individual Differences: Personality & Ability | E | Dae Yong Jeong | | | |
| 3 | Individual Differences: Value Job Satisfaction & Performance | E | Dae Yong Jeong | | | |
| 4 | Work Motivation | E | Dae Yong Jeong | | | |
| 5 | Learning & Creativity | E | Dae Yong Jeong | | | |
| 6 | Perception Job Design, Appraisal & Pay System | E | Dae Yong Jeong | | | |
| 7 | Organization Design & Structure I Exam Review | E | Dae Yong Jeong | | | |
| 8 | Mid-term Exam | E | Dae Yong Jeong | | | |
| 9 | Organization Design & Structure II Overcoming Resistance to Change | E | Dae Yong Jeong | | | |
| 10 | Organizational Culture and Ethics I | E | Dae Yong Jeong | | | |
| 11 | Organizational Culture and Ethics II | E | Dae Yong Jeong | | | |

< Class Schedule >

* language : K-korean, E-English

| Week s | Topics | lang uage | Instructor | Teaching Method | Evaluation Method | Matter to be prepared |
|-----------|--|--------------|-------------------|--------------------|----------------------|--------------------------|
| 12 | Leadership | E | Dae Yong Jeong | | | |
| 13 | Power & Politics | E | Dae Yong Jeong | | | |
| 14 | Designing Teams | E | Dae Yong Jeong | | | |
| 15 | Designing High Performing Organizations | E | Dae Yong Jeong | | | |
| 16 | Exam Review & Final Exam | E | Dae Yong Jeong | | | |

11. Other items of notification

1. My course does not fit those students whose main goal is to get a "good grade." It better fits those who enjoy the process of learning.
2. If you already took this course with me before, you are not allowed to retake this course with me. It would be more beneficial for you to retake this course with another Professor.