

Organizational Culture

Course Name	Course type (credit/hours)		Elective course(3/3)		Course code	I078
	Target students Division/major/grade		Business Administration/Junior		Opening semester	2018 1ST SEMESTER
	Class time and classroom		Wed D(Da111)Fri D(Da111)		English Grade	A(100%English)
Reference to this course	Prerequisite courses					
	Related basic courses		Organizational Behavior			
	Recommended concurrent courses					
	Related advanced courses					
Instructor	Name (title/division)		Yonjeong Paik(Assistant Professor, Business Administration)			
	Office Room Number	510-2 Dasan bldg	Office phone Number	3637	e-mail	
	Office hours	Wed. 3-5PM		Homepage address		
Teaching Assistant	Name (title/division)					
	Office Room Number	510-2	Office phone Number		e-mail	

1. Introduction

This class examines the culture associated with for-profits, non-profits, government agencies and a variety of other organizations in today's hyper-competitive economy. Doing so provides students with various opportunities to better understand their field placement by identifying observing, analyzing and judging how the organization in which they are working displays its personality. Students will complete a variety of professional development exercises, discuss readings that focus on specific topics relevant for leaders, managers and others within an organization, present their observations and create a customized plan outlining what type of entity they would like to work for as they launch their career.

2. Course Objectives

- ?1. Understand the current thinking on the components of organizational culture, how culture affects what people do, and how the culture can be influenced.
- ?2. Develop skills in OB research in fieldwork settings
- ?3. Develop skills in working in teams
- ?4. Develop skills in oral presentation

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K2	Students are capable of analyzing data and solving problems arisen in business/E-business practices. (Applicable Knowledge)
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O1	The student makes valuable contributions to the team. (Teamwork; Interpersonal Skill)

3. Class types and activities

To achieve the goals established above, the course meetings will combine short lectures, class discussions, individual and group exercises and student presentations. Classes are designed to be as interactive as possible and provide you with the opportunity to apply key concepts.

4. Teaching Method

- | | |
|---|---|
| <input checked="" type="checkbox"/> lecture | <input checked="" type="checkbox"/> discussion and debate |
| <input checked="" type="checkbox"/> team project(presentation and case studies) | <input type="checkbox"/> experiments(role-playing,etc) |
| <input type="checkbox"/> designing and production | <input type="checkbox"/> on-site learning(on-site training) |
| <input type="checkbox"/> 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 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

Students should take Organizational Behavior beforehand.

8. Method of Evaluation

Evaluation Item	The Number of Times	Evaluation Proportion	Remarks
Attendance			
midterm exam			
final exam			
quiz	4	25%	Individual (20%) & team quizzes (5%)
presentation	2	38%	Team-based research project (30%) & small-group presentation (8%)
discussion	10	30%	Team-based class activities (case analyses etc)
homework			
etc		7%	Class participations
study hours			

9. Textbook and supplementary material

Main/Sub	Title (Web-site)	Writer	Publisher	Publication year
Main	The corporate culture survival guide	Schein, E. H.	Jossey-Bass	2009
Sub	Organizational culture in action: A cultural analysis workbook	Driskill, G. W. & Brenton, A. L.	Sage	2011

9. Textbook and supplementary material

Main/Sub	Title (Web-site)	Writer	Publisher	Publication year
Sub	Diagnosing and changing organizational culture: Based on the competing values framework	Cameron, K. S. & Quinn, R. E.	Wiley	2011

10. Class system and Class shedule

To achieve the goals established above, the course meetings will combine individual and group exercises, and class discussions, and short lectures. Classes are designed to be as interactive as possible and provide you with the opportunity to apply key concepts to organizational examples.

From week 2, class meetings will take a form of team-based learning (TBL).
Class activities for each of the 4 parts of the course materials typically include:

Module 1Part preview
Module 2Individual quiz for readiness appraisal
Module 3Team discussion on quiz questions
Module 4Short lecture
Module 5Team exercise for advanced learning
Module 6Small-group presentations
Module 7Wrap-up discussion

< Class Schedule >

* language : K-korean, E-English

Weeks	Topics	language	Instructor	Teaching Method	Evaluation Method	Matter to be prepared
1	What is org culture? (Ch2)	E	Yonjeong Paik			
2	Why is org culture important? (Ch1)	E	Yonjeong Paik			
3	What is corporate culture built on? (Ch3)	E	Yonjeong Paik			
4	So how can you assess your corporate culture? (Ch4)	E	Yonjeong Paik			
5	Culture creation, evolution and change in start-up companies (Ch5)	E	Yonjeong Paik			
6	Transformative change: Unlearning and relearning culture (Ch6)	E	Yonjeong Paik			
7	Team project proposal presentation	E	Yonjeong Paik			
8	MIDTERM EXAM	E	Yonjeong Paik			
9	Corporate culture dynamics in the mature company (Ch7)	E	Yonjeong Paik			

< Class Schedule >

* language : K-korean, E-English

Weeks	Topics	language	Instructor	Teaching Method	Evaluation Method	Matter to be prepared
10	When cultures meet: Acquisition, mergers, joint ventures and other blended organizations (Ch8)	E	Yonjeong Paik			
11	Cross-cultural issues 1	E	Yonjeong Paik			
12	Cross-cultural issues 2	E	Yonjeong Paik			
13	Cross-cultural issues 3	E	Yonjeong Paik			
14	Team project final review	E	Yonjeong Paik			
15	Team project final presentation	E	Yonjeong Paik			
16	FINAL EXAM	E	Yonjeong Paik			

11. Other items of notification

This syllabus is tentative. A formal one will be distributed on the first date of the semester.