

Organizational Behavior By ChiaWu Lin

Time : Friday 09:10-12:00

Place: C110 or D235

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Course Objectives

After completing this course, you will be able to:

1. Identify and define organizational behavior concepts.
2. Apply those concepts to improve your understanding of work attitudes and behaviors.
3. Apply those concepts to improve the functioning of your organizational unit.

Text Book

Colquitt, J., LePine, J., and Wesson, M. (2023). Organizational Behavior: Improving Performance and Commitment in the Workplace. (8th Ed.). McGraw Hill Publishing. 台北：華泰書局 代理

Course Requirements

- 1 Lecturing and individual journal presentations will be conducted in this course.
- 2 About lecturing, I will provide PPTs of the textbook on the e-learning website. Please preview them before the course(preparation is important). I will ask you some questions in class.
- 3 About individual journal article presentations. The presentation will be made by yourself alone. Please introduce the article's main idea, research method, and the application of management. The length of report time is about 30 minutes.

Grading

Examination: 25% (one exam)

Journal article presentation : 45%

Term Paper : 30%

Class Schedule

Week	Date	Topics
01	02/21	Introduction
02	02/28	Peace Memorial Day (Holiday)

03	03/07	Ch 1_ What is organizational behavior Ch 2_ Job performance Reading 1: Generational differences at work? A meta-analysis and qualitative investigation Reading 2: Age–rank correlations and firm-level outcomes: The moderating role of environmental dynamism
04	03/14	Ch 3_ Organizational Commitment Ch 4_ Job satisfaction Reading 3: Not detaching from work during leisure time: A control-theory perspective on job-related cognitions Reading 4: How and when do frequent daily work interruptions contribute to or undermine daily job satisfaction? A stress appraisal perspective
05	03/21	Ch 5_ Stress Ch 6_ Motivation Reading 5: To escape the pain: Paths to voluntary turnover, social pain, and influences on the selection of a new job role Reading 6: It's my business! The influence of psychological ownership on entrepreneurial intentions and work performance
06	03/28	Ch 7_ Trust, Justice, and Ethics Ch 8_ Learning and Decision Making Reading 7: The brothers are watching: The peer monitoring mechanism of rivalry in reducing cheating behavior at work Reading 8: When competitive rewards create obsessions with bottom-line outcomes: A social interdependence theory perspective of the mediating role of
07	04/04	Spring Break (Holiday)(04/03-07)
08	04/11	Ch 9_ Personality and Cultural Values Ch 10_ Ability Reading 9: The role of digitalization and inclusive climate in building a resilient workforce: An ability–motivation–opportunity approach Reading 10: A shield against ageism: Self-affirmation mitigates the negative effects of workplace age discrimination on well-being and

09	04/18	Ch 11_Teams: Characteristics and Diversity Ch 12_Teams: Processes and Communication Reading 11: Adopting Underdogs' Ideas Triggers Fairness? When and How Underachievers' Voice Endorsement Promotes Team Voice Reading 12: Inclusion near and far: A qualitative investigation of inclusive organizational behavior across work modalities and social identities
10	04/25	Ch 13_Leadership: Power and Negotiation Ch 14_Leadership: Styles and Behaviors Reading 13: Middle power plays: How and when Mach middle managers use downward abuse and upward guanxi to gain and maintain power Reading 14: Ramifications of leaders' unethical pro-organizational behavior on employees: Dual-stage moderation of ethical mindset
11	05/02	Ch 15_Organizational Structure Ch 16_Organizational Culture Reading 15: Does it take two to tango? Combined effects of relational job crafting and job design on energy and performance Reading 16: The benefits of inclusive organizational behavior: Why diversity climate improves mental health and retention among
12	05/09	Exam
13	05/16	Please select 3 articles related to your term papers' issue from the Academy of Management Journal, summarize them, and present them in class.
14	05/23	Please select 3 articles related to your term papers' issue from the Journal of Organizational and Occupational Psychology, summarize them, and present them in
15	05/30	Dragon Boat Festival (05/30~05/31)
16	06/06	Please select 3 articles related to your term papers' issue from the Journal of Applied Psychology, summarize them, and present them in class.
17	06/13	Discuss the direction and the topic of your term paper
18	06/20	18th week for alternative curriculum