

組織行為（碩博）

Organizational Behavior

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I. Introduction

本課程屬組織管理之內容與範圍，目的在使瞭解管理理論與實務，特別是政府與非政府組織部門人員之行為與現象。本課的目的在介紹組織行為的理論與實務，課堂中會同時介紹規範性與描述性思維。由於組織與環境的複雜性，使得對組織成員的行為預測變得困難。組織行為的微觀與巨觀理論都會在本課介紹，建議同學能熟習理論與實務應用。本課的目標在主要了解人在組織中的行為，並試圖發展同學或組織成員的組織公民行為，至於組織公民行為為主要和組織成員內部的工作承諾有關。同學必須在課前閱讀指定教材，以及在課前繳交作業。從實作中學習是本課的哲學思維，實作可定義為組織的工作生活。同時鼓勵同學針對人的行為與動機，進行觀察與研究。

The objectives of this course are to introduce the theories and practices of organizational behavior. Both normative and descriptive thinking are introduced in the class. Owing to the complexities of organizations and environments, it might be difficult to predict human behaviors at organizations. The purpose of this course is to enable students to be realize theories and practice of organizational behavior. Basic theories of organizational behavior including micro and macro perspectives are introduced in this class. Students are required to understand theories and know how to use theories as tools to explain the way people behave.

The attainment objectives of this course are to develop students' humanity and organizational citizenship behavior. Humanity is about the cultivation of humanistic quality and social ethics at organizations. Organizational citizenship behavior is about the voluntary commitment within an organization.

The purpose of this class is to understand how people behave in organizations. Students have to read the required readings and submit your assignments in advance. Learning through action is the philosophy of this course. Action could be defined as everyday life in organizations such as schools. Students are encouraged to observe human behaviors and explain the motivation of behaviors. Discussion, interview, informal learning related to organizational behavior could all be learned such as whether blood types are related to personality or behaviors. Therefore, (student) group discussion, information sharing, and internship are all important for learnings.

II. Methods of teaching 教學方式

1. Main points for assigned readings 指示教材的重點
2. Learning by doing 從實作中學習
3. Case discussion 個案討論

II. Text books 教科書

1. Robbins, S.P.(2013). *Organizational Behavior*. 10th ed. New Jersey: Prentice-Hall.
2. Mintzberg. H.(1989).*Mintzberg On Management: Inside Our Strange World of Organizations*. New York: The Free Press.
3. North, D.C.(1990). *Institutions, institutional change and economic performance*. NY: Cambridge University Press.
4. J.Q. Wilson, *Bureaucracy: What Government Agencies Do And Why They Do It*
5. 中文諸多組織行為教科書，請同學自行到圖書館借閱參考。

IV. Journal articles 期刊論文

Articles in the field of organizational behavior, organizational studies, and institutional studies

V. course requirements

1. Assignments 作業繳交

博士生交9份課程作業，上課前一天晚上10點截止；碩士生選擇5份作業繳交
There are 9 assignments, the deadline is at 10pm of the previous date of the class for doctoral students. Master students have to submit 5 assignments. Please select interested topic for writing your assignments including comments and exploration of your topic. 1000 words at least for each assignment 每篇作業1000字

2. Research paper 研究報告（所有修課同學必須繳交）

Mid-term and final oral presentation are included. 分期中與期末

Students should prepare ppt for presentation of mid-term and final research paper.

Mid-term ppt 10% due on late April (ppt should be uploaded to moodle)

Final 30% due on mid-June (including ppt and words documents)

Final paper should be at least 6000 words in English, 10000 words in Chinese 期末報告英文6000字，中文10000字

3. Oral presentation for course schedule (at least one for each student)課程進度報告，視修課同學多寡而定，每人至少輪乙次

VI. Grading

Participation 課程參與	5%
Presentation for course schedule	10%
Reading Assignment 每週短文作業	45%
Mid-term ppt presentation 期中報告(ppt即可)	10%
Final (ppt+ final paper) 期末報告(ppt 加words檔)	30%
Total 總分	100%

VII. Course outline (* means assignment required，代表作業繳交週)

2/14 Introduction 課程介紹

Introduction to Organizational Behavior. Basic concepts and disciplines in this field are introduced.

Chapter 1. Robbins, S.P.(2013)

2/21 Foundations of Individual Behavior. Behaviors, learnings, and behavior modification 個人行為的基本概念

Davis, T.R., & Luthans, F.(1980).

A Social Learning Approach to Organizational Behavior. *Academy of Management Review*. 2. 281-290.

Locke, E.A.(1977).

The Myths of Behavior Mod in Organization. *Academy of Management Review*. 4. 543-553.

Luthans, F., & Kreitner, R.(1981).

Learning Theory. in F. Luthans & K.R. Thompson (Ed.). *Contemporary Readings in Organizational Behavior*. New York: McGraw-Hill.

2/28 Holiday

*3/7 Perception and individual decision making 知覺與個人決策

Eisenhardt, K.M.(1989).

Agency Theory: An Assessment and Review. *Academy of Management Review*. 14. 1. 57-74.

Kelley, H.H.(1973).

The Processes of Causal Attribution. *American Psychologist*. 28. 107-128.

March, J.G.(1978).

Bounded Rationality, Ambiguity, and the Engineering of Choice. *Bell Journal of Economics*. 9. 578-608.

*3/14 Values, Attitudes, and Job Satisfaction 價值觀、態度與工作滿足

Breckler, S.J.(1984).

Empirical Validation of Affect, Behavior, and Cognition as Distinct Components of Attitude. *Journal of Personality and Social Psychology*. May. 1191-1250.

Brooke, P.P., Russell, D.W., & Price, J.L.(1988).

Discriminant Validation Of Measures of Job Satisfaction, Job Involvement, and Organizational Commitment. *Journal of Applied Psychology*. May. 139-145.

Chatman, J. A.(1989).

Improving Interactional Organizational Research: A Model of Person-Organization Fit. *Academy of Management Review*. 14. 333-349.

*3/21 Personality and Emotions 個性與情緒

Assessing the predictive validity of **emotional intelligence**

S Newsome, AL Day, VM Catano - Personality and Individual differences, 2000 - Elsevier

Emotional intelligence in the workplace: A critical review

M Zeidner, G Matthews, RD Roberts - Applied Psychology, 2004 - Wiley Online Library

Blood type and personality

M Rogers, AI Glendon - **Personality** and Individual Differences, 2003 - Elsevier

*3/28 Basic Motivation Concepts 激勵基本理論

Adams, J.S.(1963).

Toward an Understanding of Inequity. *Journal of Abnormal Psychology*. 67. 5. 422-436.

Aronson, E.(1969). The Theory of Cognitive Dissonance: A Current Perspective. *Advances in Experimental Social Psychology*. 4. 1-34.

Herzberg, F.(1968).

One More Time: How Do You Motivate Employees? *Harvard Business Review*. 46, 53-62.

4/4 holiday 放假

*4/11 Motivation: from concepts to applications 激勵理論應用

Hackman, J.R., Oldham, G., Janson, R., and Purdy, K.(1975).

A new strategy for job enrichment. *California Management Review*. 18, 57-71.

Latham, G.P., & Yukl, G.A.(1975).

A Review of Research on the Application of Goal Setting in Organizations.
Academy of Management Journal. 4. 824-845.

Salancik, G.R., & Pfeffer, J.(1978).

A Social Information Processing Approach to Job Attitudes and Task Design.
Administrative Science Quarterly. 23. 224-252.

4/18 期中報告 I

4/25 期中報告 II

*5/2 Group behavior 團體行為

Harvey, J.B.(1974).

The Anbilene Paradox: The Management of Agreement. *Organizational Dynamics*. 63-80.

Janis, I.L.(1971).

Groupthink. in W. Natemeyer & J. Gilberg (Ed.). *Classics of Organizational Behavior*. 2nd ed. 179-187. Illinois: The Interstate Printers & Publishers.

Smith, C.A., Organ, D.W., & Near, J.P.(1983).

Organizational Citizenship Behavior: Its Nature and Antecedents. *Journal of Applied Psychology*. 68. 4. p.653-661.

*5/9 Leadership 領導

Bass, B.M., & Avolio, B.J.(1990).

Developing transformational leadership: 1992 and beyond. *Journal of Eruopean Industrial Training*. 14. 21-27.

Blake, R.R, and Mouton, J.S.(1967). Grid Organization Development. *Personnel Administration*. January-February. 30, 7-14.

Conger, J. A., & Kanungo, R. N.(1987). Toward a Behavioral Theory of Charismatic Leadership in Organizational settings. *Academy of Management Review*. 12(4).

*5/16 Power and politics in organizations 組織中的權力與政治

Allen, R.B., Madison, D.L., Porter, L.W., Renwick, P.A.(1979).

Organizational Politics: Tactics and Characteristics of Its Actors. *California Management Review*. Fall. 77-83.

Gandz, J., & Murray, V.V.(1980).

The Experience of Workplace Politics. *Academy of Management Journal*. 23. 237-251.

Salancik, G.R., & Pfeffer, J.(1977).

Who gets power -- and how they hold on to it. *Organizational Dynamics*. Winter.

*5/23 Organizational Structure

*5/30 Final Report I, 期末報告 I

6/6 Final Report II, 期末報告 II

6/13 Conclusion, Review & discussion