



APPLIES TO ACADEMIC YEAR 2008/2009

DRE 6003 Contemporary Topics in Organizational Behavior

Program

Responsible for the course

Bård Kuvaas

Department

Department of Leadership and Organizational Behaviour

Term

According to study plan

ECTS Credits

6

Language of instruction

English

Research on organizational behavior focuses on the understanding of employee behaviors and attitudes that ultimately contribute to organizational success or failure. The study of organizational behavior seeks to identify factors that influence employees, the processes by which these factors exert their influence and ways of applying this knowledge within organizations.

Objective

This course has three main objectives: 1) To give insights into perspectives and theories used to understand organizational behavior and ways to study it; 2) to clarify main traditions and central issues in the existing body of research; and 3) to identify and present research frontiers.

Course schedule:

Day 1: April 14th Room A2-040

Day 2 to 4: April 28th - C2-040

April 29th and 30th Room A2-040

Prerequisites

Admission to a PhD Programme is a general requirement for participation in PhD courses at BI Norwegian School of Management.

External candidates are kindly asked to attach confirmation of admission to a PhD programme when signing up for a course with the doctoral administration. Candidates can be allowed to sit in on courses by approval of the courseleader. Sitting in on courses does not permit registration for courses, handing in exams or gaining credits for the course. Course certificates or conformation letters will not be issued for sitting in on courses

Compulsory literature

Collection of articles:

Research articles published in major journals within the field.

Recommended literature

Course outline

The main topics that will be covered are:

- The field of organizational behavior
- Motivation and job design
- Learning
- Perception and communication
- The employee-organization relationship
 - Organizational justice
 - Social exchange theory
 - Leader-member exchange
 - Perceived organizational support
 - Organizational commitment
- Group processes and work teams

- Individual differences: Personality, styles, and abilities

Computer-based tools

Presentation software (e.g. Power Point)

Course structure

The course will be organized over 4 whole day sessions (7,5 hours each). Each session will cover main topics and will consist of three basic parts:

1) student presentations; 2) lectures; and 3) class discussions and group work.

Evaluation

Individual paper that should contain a review of a particular topic or a proposal for an empirical study including hypotheses or propositions, consisting of 15 pages, plus references/appendices.

The paper must be submitted via Blackboard. Deadline for submitting paper is one month after the last day of the course.

The paper should be original work, and be written specifically for this course.

The course will be graded pass/fail.

Evaluation code(s)

DRE 60031 for an individual paper counting for 100% of the final course grade, 6 ECTS

Aids at the examination

Not applicable

Makeup exam

Next time the course is offered

Honour Code

Academic honesty and trust are important to all of us as individuals, and represent values that are encouraged and promoted by the honour code system. This is a most significant university tradition. Students are responsible for familiarizing themselves with the ideals of the honour code system, to which the faculty are also deeply committed.

Any violation of the honour code will be dealt with in accordance with BI's procedures for cheating. These issues are a serious matter to everyone associated with the programs at BI and are at the heart of the honour code and academic integrity. If you have any questions about your responsibilities under the honour code, please ask.