



APPLIES TO ACADEMIC YEAR 2009/2010

## DRE 6003 Contemporary Topics in Organizational Behavior

### Programme

### Responsible for the course

### Department

Department of Leadership and Organizational Behaviour

### Term

According to study plan

### ECTS Credits

6

### Language of instruction

English

### Introduction

Please note that this course will be revised before it is offered again.

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.

### Learning outcome

After completion, students should:

- 1) Be acquainted with major perspectives and theories used to understand organizational behavior and ways to study it.
- 2) Be able to identify and present research frontiers within organizational behavior.
- 3) Be able to identify and position research opportunities within organizational behavior.
- 4) Be acquainted with relevant research journals, communities, and conferences.

### 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 reading

### Collection of articles:

Research articles published in major journals within the field.

### Recommended reading

### 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)

**Learning process and workload**

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.

**Examination**

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 directly to the Doctoral Office in two paper copies - including declaration form. The paper should be original work, and be written specifically for this course.

The course is graded pass/fail

**Exam code(s)****Examination support materials**

Not applicable

**Re-sit examination**

Next time the course is offered

**Additional information**