



APPLIES TO ACADEMIC YEAR 2014/2015

## DRE 6003 Contemporary Topics in Organizational Behavior

### Programme

#### 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

#### Introduction

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 Business School.

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 confirmation letters will not be issued for sitting in on courses

#### Compulsory reading

##### Collection of articles:

Research articles published in major journals within the field.

##### Other:

During the course there may be hand-outs and other material on additional topics relevant for the course and the examination

#### Recommended reading

##### Course outline

The main topics that will be covered are amongst others:

- The field of organizational behavior
- Motivation and job design
- Learning
- The employee-organization relationship
  - Organizational justice
  - Social exchange theory
  - Leader-member exchange
  - Perceived organizational support

- Organizational commitment

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

The course is graded pass/fail

**Examination code(s)**

DRE 60031 paper accounts for 100% of the grade in the course.

**Examination support materials**

Not applicable

**Re-sit examination**

Re-takes are only possible at the next time a course will be held. When the course evaluation has a separate exam code for each part of the evaluation it is possible to retake parts of the evaluation. Otherwise, the whole course must be re-evaluated when a student wants to retake an exam.

**Additional information****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 honor code and academy integrity. If you have any questions about your responsibilities under the honour code, please ask.