



## Korea University International Summer Campus (KU ISC) 2023

*Embark on a unique summer*

June 27, 2023 ~ August 3, 2023

### ISC309A – Organizational Behavior

#### I . Instructor

Professor	:	Shung Jae Shin
E-mail	:	s.shin@pdx.edu
Home Institution	:	Portland State University
Class Time	:	Period 1 (9:00am ~ 10:40am KST)
Office	:	TBD
Office Hours	:	TBD

#### II. Textbook

Required Textbook	:	Organizational Behavior by Bauer & Erdogan, Version 4.0. <a href="https://catalog.flatworldknowledge.com/catalog/editions/bauer_3-organizational-behavior-3-0">https://catalog.flatworldknowledge.com/catalog/editions/bauer_3-organizational-behavior-3-0</a> ISBN (Digital)- 978-1-4533-3767-7
Additional Readings	:	Other materials will be posted on the course website (PowerPoint files, Cases, Exercises, as well as Instructions for the team project)

#### III. Course Description and Objectives

##### COURSE DESCRIPTION

This course focuses on issues that are relevant to the three levels of organizational behavior (i.e., individual, group, and organizational). Key topics include: the nature and dynamics of teams, personal values and employee job attitudes, interpersonal communication, conflict resolution, motivation, leadership, decision making, and organizational-level issues such as organizational politics, structure, design, and culture. Techniques used to facilitate learning consist of inquiry and discussion, role plays, case studies, YouTube videos, teamwork, and a term project. This course is designed for a summer class.

##### OBJECTIVES

1. To raise your awareness of OB issues and activities that employees may face
2. To apply leadership and other OB concepts to solve real business problems faced by managers and employees
3. To learn to work effectively in work groups/teams
4. To develop your ability to recognize a firm's OB practices/skills and its impact on employee behavior
5. To develop your ability to recognize your own OB practices/skills and your impact on others
6. To develop your ability to diagnose and solve organizational behavior issues and problems, regardless of your functional specialty or industry

## IV. Grading

Attendance	:	10 %
Midterm Exam X 2	:	15 %, 15 %
Final Exam	:	20 %
Team Assignments	:	30 % (In-class Team Activity- 10%; A term project- 20%)
Participation	:	10 %

## V. Class Outline

Date	Topic	Chapter	Remarks
June 27 (Tue)	Orientation		
June 28 (Wed)	Introducing Class/ What is OB?	Syllabus/ Ch. 1	<i>Forming teams for team project</i> Ice-breaking exercise
June 29 (Thu)	Managing Diversity	Chapter 2	Cross-cultural/Diversity Competency Skit
June 30 (Fri)	Managing Teams	Chapter 9	A team exercise
July 3 (Mon)	Individual Differences & Perceptions	Chapter 9/3	<i>Team project Review/ Tedtalk discussion "The power of introverts"</i>
July 4 (Tue)	Individual Differences & Perceptions	Chapter 3	Case study (Using big data to match applicants to jobs: The case of cornerstone OnDemand.) <b>Exam review</b>
July 5 (Wed)	Attitudes and Behavior	Chapter 4	Designing a job attitude survey
July 6 (Thu)	<b>Exam I</b>	<b>Ch. 1-4, 9</b>	<b>Exam I</b>
July 10 (Mon)	Theories of Motivation	Chapter 5	<i>Tedtalk discussion</i>
July 11 (Tue)	Theories of Motivation	Chapter 5	The Motivated Classroom
July 12 (Wed)	Designing a Motivating Work Environment	Chapter 6	Case Study (Perfect Pizzaria. Case posted on the course website)
July 13 (Thu)	Managing Stress and Emotions	Chapter 7	Case Study (The case of missing time. Case posted on the course website)
July 17 (Mon)	Communication	Chapter 8	Case Study (Sea Pines) <b>Exam review</b>
July 18 (Tue)	<b>Exam II</b>	<b>Ch. 5-8</b>	
July 19 (Wed)	Conflict and Negotiations	Ch. 10	The film-making equipment, Role Play
July 20 (Thu)	Making Decisions	Ch. 11	Making the Best Decision <i>Tedtalk discussion "The art of choosing"</i>
July 24 (Mon)	Leading People within Organizations	Ch. 12	"The Best Leadership Style?"
July 25 (Tue)	Leading/ Influencing	Ch. 12, 13	<i>Tedtalk discussion "Leading like the great conductors"</i>
July 26 (Wed)	Power and Politics	Ch. 13	Influence Role Play
July 27 (Thu)	Organizational Structure and Change/Culture	Ch. 14/ 15	
July 31 (Mon)	Team Presentation		Team paper due <b>Exam review</b>
Aug 1 (Tue)	Team Presentation		
Aug 2 (Wed)	<b>Final Exam</b>	<b>Ch. 10-15</b>	
Aug 3 (Thu)	<b>Wrapping up Graduation Day (Online/Offline)</b>		<b>Free discussion</b>

- **Team Activities (10%):** For each chapter, we will have in-class team activities such as case studies, role play, team discussions. You shall have about 30 minutes team activity time (using breakout rooms in Zoom) for each chapter. As a result of team activity, each team should submit a team report. Before doing the exercise, I will give in-detail information for each team activity report. One of the team members should submit your team report by the end of each class time. For your grade, only the best 10 TAs will be counted.

**Notes.** The main criteria of grading team activities are: (1) Level of efforts, (2) Adequacy, and (3) Timely manner. As long as a team report meet these criteria up to a decent level, every team member will get 5 out of 5.

- **A Term Project (20%):** The team project will include a 10-15 minute presentation (10%) and a team paper (10%). Each team (4 people) decides an organizational behavior (OB) topic (e.g., team dynamics, motivation or reward system, decision making, etc.), researches on an organization regarding the OB topic; and study the OB topic with academic papers. You can collect data on an organization via newspaper, magazine, and published online materials. Please search for any OB practices or issues related to your topic. In addition, please study the OB topic with papers published in academic journals (e.g., *Journal of Applied Psychology*, *Personnel Psychology*, *Journal of Organizational Behavior* ...) to analyze the OB practices and issues and to provide recommendations. Basically, you are consultants for the organization regarding the OB topic. Instead of visiting and interviewing the organization, you will collect data via published materials, and recommend solutions to the organization about how to deal with the OB topic. You can choose any public or private company in any country.

The main point of this project is to apply OB theories and concepts to analyze OB issues of a real organization. You MUST NOT borrow others' (experts') analyses on the organization for this project.

The length of the paper should be between 8 to 10 pages, double-spaced, excluding references and appendices. Please follow APA style.