

101-1 大葉大學 完整版課綱

基本資訊

課程名稱	組織行為專題研討	科目序號 / 代號	2623 / MDR5133
開課系所	管理學院博士班	學制 / 班級	研究所博士班2年1班
任課教師	楊豐華	專兼任別	專任
必選修 / 學分數	選修 / 3	畢業班 / 非畢業班	畢業班
上課時段 / 地點	(一)234 / B101	授課語言別	中文

課程簡介

A. 管理學院博士班之教育目標： 1. 提供多元管理知識平台，深化管理研究素養 2. 強化國際管理學術競爭能力 B. 管理學院博士班之核心能力為四大構面(SCEP)： 1. 培養學生具備獨立研究專業教學與管理整合能力 2. 推動學生具備跨領域研究與產業應用能力 3. 強化學生具備參與國際性會議之能力 C. 管理學院博士班之發展特色： 1. 商管學術多元化 2. 學術發表國際化 本課程目標：根據管理學院博士班之教育目標(A1、A2)及發展特色(C2)，本課程透過國際期刊論文的研讀，學生可習得組織行為之理論與前人研究之內涵，培養學生具備獨立研究專業教學與管理整合能力(B1)、推動學生具備跨領域研究與產業應用能力(B2)。透過國際期刊論文的分析、討論，學生可了解前人研究之新意、貢獻與尚待週延之處，培養學生具備獨立研究專業教學與管理整合能力(B1)、強化學生具備參與國際性會議之能力(B3)。透過學期報告的寫作，培養學生具備獨立研究專業教學與管理整合能力(B1)、推動學生具備跨領域研究與產業應用能力(B2)、強化學生具備參與國際性會議之能力(B3)。本課程採用循序漸進的授課方式，帶領學生學習理論基礎，強化組織行為專業能力，引導學生進入相關研究領域，以進入國際學術研究舞台。

課程大綱

1. King, E. B., Dawson, J. F., Kravitz, D. A., & Gulick, L. M. (2012). A multilevel study of the relationships between diversity training, ethnic discrimination and satisfaction in organizations Resource Dependency theory. *Journal of Organizational Behavior*, 33(1), 5-20. 2. van Breukelen W., van der Leeden, R., Wesselius, W., & Hoes, M. (2012). Differential treatment within sports teams, leader-member (coach-player) exchange quality, team atmosphere, and team performance. *Journal of Organizational Behavior*, 33(1), 43-63. 3. Choi, K., & Cho, B. (2011). Competing hypotheses analyses of the associations between group task conflict and group relationship conflict. *Journal of Organizational Behavior*, 32(8), 1106-1126. 4. Michel, J. S., Kotrba, L. M., Mitchelson, J. K., Clark, M.

A. , & Baltes B. B. (2011). Antecedents of work-family conflict: A meta-analytic review. *Journal of Organizational Behavior*, 32(5), 689-725.

5. O'Boyle Jr., E. H., Humphrey, R. H., Pollack, J. M., Hawver, T. H., & Story, P. A. (2011). The relation between emotional intelligence and job performance: A meta-analysis. *Journal of Organizational Behavior*, 32(5), 788-818.

6. Choi, J. N., & Sy. T. (2010). Group-level organizational citizenship behavior: Effects of demographic faultlines and conflict in small work groups *Journal of Organizational Behavior*, 31(7), 1032-1054.

7. Xiao, Z., & Tsui, A. S. (2007). When Brokers May Not Work: The Cultural Contingency of Social Capital in Chinese High-tech Firms. *Administrative Science Quarterly*, 52(1), 1-318.

Mid-term exam.

9. Becker, F. (2007). Organizational Ecology and Knowledge Networks. *California Management Review*, 49(2), 42-61.

10. Argyres, N., & Mayer, K. J. (2007). Contract Design as a Firm Capability: An Integration of Learning and Transaction Cost Perspectives. *Academy of Management Review*, 32(4), 1060-1077.

11. Perry-Smith, J. E. (2006). Social Yet Creative: The Role of Social Relationships in Facilitating Individual Creativity. *Academy of Management Journal*, 49(1), 85-101.

12. Sherer, P. D., & Lee, K. (2002). Institutional Changes in Large Law Firms: A Resource Dependency And Institutional Perspective. *Academy of Management Journal*, 45(1), 102-119.

13. Orsato, R. J., Den, H. F., Clegg, S. R. (2002). The Political Ecology of Automobile Recycling in Europe. *Organization Studies*, 23(4), 639-665.




14. Kilduff, M., & Kelemen, M. (2001). The Consolations of Organization Theory. *British Journal of Management*, 12, Special Issue, s55-s59.

15. Heugens, P. P. M. A. R., & Lander, M. W. (2009). Structure! Agency! (And Other Quarrels): A Meta-Analysis of Institutional Theories of Organization. *Academy of Management Journal*, 52(1), 61-85.

16. Dyer, J. H., & Chu, W. (2003). The Role of Trustworthiness in Reducing Transaction Costs and Improving Performance: Empirical Evidence from the United States, Japan, and Korea. *Organization Science*, 14 (1), 57-68.

17. Argyres, N. S., & Liebeskind, J. P. (1999). Contractual Commitments, Bargaining Power, and Governance Insepara

課程與系所基本素養及核心能力之關連

-  培養學生具備獨立研究專業教學與管理整合能力
-  推動學生具備跨領域研究與產業應用能力
-  強化學生具備參與國際性會議之能力

教學計畫表

系所核心能力	權重(%) 【A】	檢核能力指標(績效指 標)	教學策略	評量方法及配分 權重	核心能力 學習成績 【B】	期末學習 成績 【C=B*A 】
培養學生具備獨立研究專業教學與管理整合能力	60%	具備擔任大專院校商管領域教師或組織機構專業高階人員之資格	講述法 個案討論 學生上台報告	課堂討論: 20% 課程參與度: 10% 口頭報告: 20% 書面報告: 50%	加總: 100	60
推動學生具備跨領域研究與產業應用能力	20%	招收不同領域的研究生 開設跨領域課程 鼓勵跨領域研究論文 鼓勵產業實證分析之研究	講述法 個案討論 學生上台報告	課堂討論: 20% 課程參與度: 10% 口頭報告: 20% 書面報告: 50%	加總: 100	20
強化學生具備參與國際性會議之能力	20%	具備撰寫國際學術論文之專業能力 具備參與國際性產業會議發表與論述能力	講述法 個案討論 學生上台報告	課堂討論: 20% 課程參與度: 10% 口頭報告: 20% 書面報告: 50%	加總: 100	20

成績稽核

書面報告: 50%
口頭報告: 20%
課堂討論: 20%
課程參與度: 10%

教科書(尊重智慧財產權，請用正版教科書，勿非法影印他人著作)

書名	作者	譯者	出版社	出版年
Understanding the Theory and Design of Organizations	Daft, R. L.		South Western.	2010

參考教材及專業期刊導讀(尊重智慧財產權，請用正版教科書，勿非法影印他人著作)

書名	作者	譯者	出版社	出版年
A multilevel study of the relationships between diversity training, ethnic discrimination and	1. King, E. B., Dawson, J. F., Kravitz, D. A., & Gulick, L. M.		Journal of Organizational Behavior	2012

上課進度		分配時數(%)				
週次	教學內容	講授	示範	習作	實驗	其他
1	King , E. B., Dawson , J. F., Kravitz, D. A., & Gulick , L. M. (2012). A multilevel study of the relationships between diversity training, ethnic discrimination and satisfaction in organizations Resource Dependency theory. Journal of Organizational Behavior	100				
2	van Breukelen W., van der Leeden, R., Wesselius, W.,& Hoes, M. (2012). Differential treatment within sports teams, leader – member (coach – player) exchange quality, team atmosphere, and team performance. Journal of Organizational Behavior, 33(1), 43-63.	100				
3	Choi , K., & Cho, B. (2011). Competing hypotheses analyses of the associations between group task conflict and group relationship conflict .Journal of Organizational Behavior, 32(8), 1106-1126.	100				
4	Michel, J. S., Kotrba, L. M., Mitchelson, J. K., Clark, M. A., & Baltes B. B. (2011). Antecedents of work – family conflict: A meta-analytic review. Journal of Organizational Behavior, 32(5), 689-725.	100				
5	O'Boyle Jr., E. H., Humphrey, R. H., Pollack, J. M., Hawver, T. H., & Story, P. A. (2011). The relation between emotional intelligence and job performance: A meta-analysis. Journal of Organizational Behavior, 32(5), 788-818.	100				
6	Choi, J. N., & Sy. T. (2010). Group-level organizational citizenship behavior: Effects of demographic faultlines and conflict in small work groups Journal of Organizational Behavior, 31(7), 1032-1054.	100				
7	Xiao., Z., & Tsui, A. S. (2007). When Brokers May Not Work: The Cultural Contingency of Social Capital in Chinese High-tech Firms. Administrative Science Quarterly, 52(1), 1-31	100				
8	Becker, F. (2007). Organizational Ecology and Knowledge Networks. California Management Review, 49(2), 42-61.	100				
9	Mid-term report	20				80
10	Argyres, N., & Mayer, K. J. (2007). Contract Design as a Firm Capability: An Integration of Learning and Transaction Cost Perspectives. Academy of Management Review, 32(4), 1060-1077.	100				
11	Perry-Smith, J. E. (2006). Social Yet Creative: The Role of Social Relationships in Facilitating Individual Creativity. Academy of Management Journal, 49(1), 85-101.	100				
12	Sherer, P. D., & Lee, K. (2002). Institutional Changes in Large Law Firms: A Resource Dependency And Institutional Perspective. Academy of Management Journal, 45(1), 102-119.	100				

13	Orsato, R. J., Den, H. F., Clegg, S. R. (2002). The Political Ecology of Automobile Recycling in Europe. <i>Organization Studies</i> , 23(4), 639-665.	100	
14	Kilduff, M., & Kelemen, M. (2001). The Consolations of Organization Theory. <i>British Journal of Management</i> . 12, Special Issue, s55-s59.	100	
15	Heugens, P. P. M. A. R., & Lander, M. W. (2009). Structure! Agency! (And Other Quarrels): A Meta-Analysis of Institutional Theories of Organization. <i>Academy of Management Journal</i> , 52(1), 61-85.	100	
16	Dyer, J. H., & Chu, W. (2003). The Role of Trustworthiness in Reducing Transaction Costs and Improving Performance: Empirical Evidence from the United States, Japan, and Korea. <i>Organization Science</i> , 14 (1), 57-68.	100	
17	Argyres, N. S., & Liebeskind, J. P. (1999). Contractual Commitments, Bargaining Power, and Governance Inseparability: Incorporating History into Transaction Cost Theory. <i>Academy of Management Review</i> , 24(1), 49-63.	100	
18	Final report	20	80
