

103-2 大葉大學 完整版課綱

基本資料			
課程名稱	組織行為專題研討	科目序號/代號	1740 /MDR5133
必選修/學分數	選修 /3	上課時段/地點	(二)ABC /B101
授課語言別	中文	成績型態	數字
任課教師 / 專兼任別	楊豐華 / 專任	畢業班/非畢業班	畢業班
學制/系所/年班	研究所博士班 / 管理學院博士班 / 2年1班		

課程簡介與目標

A. 管理學院博士班之教育目標：

1. 培育學生成為組織機構（營利與非營利）的管理專業人才
2. 培育學生成為理論建構與實務應用的高階管理人才
3. 培養學生具備正確的服務人生觀

B. 管理學院博士班之核心能力為）：

1. 具備管理專業與策略規劃能力
2. 具備理論與實務整合能力
3. 具備組織倫理與人文關懷能力

本課程目標：根據管理學院博士班之教育目標（A 1、A 2、A3），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，培養學生具備管理專業與策略規劃能力（B 1）、推動學生具備理論與實務整合能力

（B 2）。透過國際期刊論文或個案的分析、討論，學生可了解前人研究之新意、貢獻與尚待週延之處，培養學生具備組織倫理與人文關懷能力（B 3）。透過學期報告的寫作，培養學生具備管理專業與策略規劃能力（B 1）、推動學生具備理論與實務整合能力（B 2）、具備組織倫理與人文關懷能力（B 3）。




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或產業實務舞台。

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. (20

11). 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 Imp

課程與系所基本素養及核心能力之關連

-  具備管理專業與策略規劃能力
 -  具備理論與實務整合能力
 -  具備組織倫理與人文關懷能力
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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 】
具備管理專業與 策略規劃能力	40	策略規劃能力 決策創新能力 問題解決能力	講述法 個案討論 學生上台報 告 專題報告	課堂討論: 10% 課程參與度: 10% 口頭報告: 40% 書面報告: 40%	加總: 100	40
具備理論與實務 整合能力	30	整合分析能力 溝通協調能力 團隊合作能力	講述法 個案討論 學生上台報 告 專題報告	課堂討論: 10% 課程參與度: 10% 口頭報告: 40% 書面報告: 40%	加總: 100	30
具備組織倫理與 人文關懷能力	30	多元文化能力 組織倫理能力 人文關懷能力	講述法 個案討論 學生上台報 告 專題報告	課堂討論: 10% 課程參與度: 10% 口頭報告: 40% 書面報告: 40%	加總: 100	30

成績稽核

口頭報告: 40%
書面報告: 40%
課堂討論: 10%
課程參與度: 10%

書籍類別 (尊重智慧財產權, 請用正版教科書, 勿非法影印他人著作)

書籍類別	書名	作者
教科書	Great minds in management:	KEN G. SMITH and MICHAEL A. HITT

上課進度

週次	教學內容	教學策略
1	1. Double-Loop Learning in Organizations: A Theory of Action Perspective & 智財權宣導(含告知學生應使用正版教科書)	講述法

2	2. Double-Loop Learning in Organizations: A Theory of Action Perspective	講述法
3	3. Where does Inequality Come from? The Personal and Intellectual Roots of Resource-Based Theory	講述法
4	4. Organizational Effectiveness: Its Demise and Re-emergence through Positive Organizational Scholarship	講述法
5	5. Managerial and Organizational Cognition: Islands of Coherence	講述法
6	6. Developing Theory about the Development of Theory	講述法
7	7. Managing Organizational Knowledge: Theoretical and Methodological Foundations	講述法
8	8. The Experience of Theorizing: Sensemaking as Topic and Resource	講述法
9	9. Wang H. & Li, J. (2015). How trait curiosity influences psychological well-being and emotional exhaustion: The mediating role of personal initiative. <i>Personality and Individual Differences</i> , 75, 135 – 140.	個案討論、學生上台報告、專題報告
10	10. Cai, Z., et al. (2015). Self-esteem and proactive personality as predictors of future work self and career adaptability: An examination of mediating and moderating processes. <i>Journal of Vocational Behavior</i> 86, 86 – 94.	個案討論、學生上台報告、專題報告
11	11. Nohe, C. & Sonntag, K. (2014). Work – family conflict, social support, and turnover intentions: A longitudinal study. <i>Journal of Vocational Behavior</i> 85, 1 – 12	個案討論、學生上台報告、專題報告
12	12. Coetzee, N. & Harry, N. (2014). Emotional intelligence as a predictor of employees' career adaptability, <i>Journal of Vocational Behavior</i> , 84, 90 – 97.	個案討論、學生上台報告、專題報告
13	13. Chiaburu, D. S., et al. (2013). Antecedents and consequences of employee organizational cynicism: A meta-analysis. <i>Journal of Vocational Behavior</i> , 83, 181 – 197	個案討論、學生上台報告、專題報告

- 14 14. Zheng, W., et al. (2010). Linking organizational culture, structure, strategy, and organizational effectiveness
Mediating role of knowledge management. *Journal of Business Research* , 63,763 – 771. 個案討論、 學生上台報告、 專題報告
- 15 15. Xu, J., et al. (2014). The role of subordinate emotional masking in leader – member exchange and outcomes: A two-sample investigation. *Journal of Business Research*, 67,100 – 107. 個案討論、 學生上台報告、 專題報告
- 16 16. Tse, H.H.M. & Chiu, W.C.K. (2014).Transformational leadership and job performance: A social identity perspective. *Journal of Business Research*, 67, 2827 – 2835. 個案討論、 學生上台報告、 專題報告
- 17 17. Singhapakdi, A., (2015). The impact of incongruity between an organization's CSR orientation and its employees' CSR orientation on employees' quality of work life, *Journal of Business Research* ,68, 60 – 66. 個案討論、 學生上台報告、 專題報告
- 18 18. Rutherford, B.N. et al., (2014). The moderating effects of gender and inside versus outside sales role in multifaceted job satisfaction. *Journal of Business Research* , 67, 1850 – 1856. 個案討論、 學生上台報告、 專題報告