

## 103-2 大葉大學 選課版課綱

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	
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
-