



HANYANG UNIVERSITY

Hanyang ERICA Summer School

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2018 HESS Course Syllabus

Course Information	Course Title(Eng)	Organizational Behavior	Course Category	Elective Non-Major (General)
	Course Title(Kor)	조직행동론		
	Credit-Lecture-Lab	3 credits-4.5 hrs-0 hrs	Course Restrictions	None
	College/School	International Summer School(ERICA)	College/School Responsible	FOREIGN EXCHANGE PROGRAM(Y0000341)
	Meeting Times	10 classes	Electronic Attendance	None

Instructor Info	Department	Management	Name	Won-Shul Shim
	Contacts	031-400-5618	E-mail	wsshim@hanyang.ac.kr
	Homepage			
Course Type	Teaching Method			

Course Description	Each class starts with questions and answers about the core of the chapter. Then the instructor provides a regular lecture. In this part, the students learn major theories. The lecture is followed by experiential exercise. In this part, the students deal with various games, self-test, skill application questionnaires to better understand themselves and others at work. In the final part of the class, the students (individually and/or in group) are asked question of how to apply the theories to the issues at work, and analyze business cases and discuss their ideas with other colleagues.
Course Objectives	The goal of the course is to help the students understand major theories of organizational behavior and have enhanced ability to effectively apply the theories to the real management settings. To achieve the goals, students are asked to analyze various business cases and develop solutions and strategies of management issues.
Notice for Students	<i>Textbook needed? Pre-knowledge needed? Materials needed?</i>

	No.	Title	Author	Publisher	ISBN	Price(KRW)
Textbook		Principles of Organizational Behavior	Slocum and Hellriegel	South-Western Publishing Co	9780538743341	44,000

Evaluation	Evaluation Criteria	Percentage(%)	Evaluation	Percentage(%)
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		Criteria	
Attendance	10%	Quiz	
Assignments	Group 10% Individual 10%	Mid-term Exam	30% *can be replaced by other assignment(s).
Discussion		Final Exam	40%
Team Project		Participation	
Other			Percentage(%)
Total 100 %			

Daily Lecture Plan and Assignments	Title	Activity
	Introduction	Overview on Organizational Behavior
	Organizational Behavior and Key Competencies	Q: Identify key competencies and explain them
	Understanding Individual Differences	Q: Explain locus of control, job satisfaction and organizational commitment
	Perception and Attribution	Explain impression management and attribution of success and failure
	Applying Learning Concepts to Improve Performance	Q: Explain reinforcement, four types of reinforcement and schedules of reinforcement
	Motivating Employees	Q: Explain motivation, expectancy theory, equity theory and job characteristics model.
	Motivating through Goal-Setting and Reward Programs	Q: Explain model of goal-setting and performance, and conditions of effective goal-setting Case Analysis and Presentation #1



	Motivating through Goal-Setting and Reward Programs	Q: Explain model of goal-setting and performance, and conditions of effective goal-setting
	Leadership Effectiveness: Foundations	Q: Explain use of power and behavioral models of leadership
	Leadership Effectiveness: New Perspectives	Q: Explain leader-member exchange relationship, transactional/transformational leadership, and global leadership
	Making managerial decisions	Q: Explain bounded rationality and political decision-making Case Analysis and presentation #2
	Developing and Leading Teams	Q: Explain team goal, size, structure and group-think *Individual Assignment: Visual Case , Due
	Managing conflicts and negotiating effectively	Q: Why do you think 'managing conflicts effectively' important And how would you prepare yourself?
	Comprehensive Review	
	Final Examination	

- The date for individual assignment will be announced later in advance, depending the learning progress of the students and the due date of the assignment can be changed.
- The above schedule can be changed, depending on the progress of the students and any other unexpected demand. In such a case, change will be notified in advance.