



Beijing Jiaotong University

2019 Summer Session

BADM 310 Human Capital in Organizations

Course Outline

Term: July 08-August 09,2019

Class Hours: 14:00-16:00 (Monday through Friday)

Course Code: BADM 310

Instructor: Dr. Joanne Jung-Eun Yoo

Home Institution: University of Delaware, Newark, Delaware, USA

Office Hours: TBA and by appointment

Email: jyoo@udel.edu

Credit: 4

Class Hours: This course will have 72 class hours, including 40 lecture hours, professor 10 office hours, 10-hour TA discussion sessions, 2-hour review sessions, 10-hour extra classes.

Course Description

The course provides a comprehensive analysis of individual and group behavior in organizations. Understanding how to manage human capital effectively is critical to organizational performance, as an organization's people are responsible for gaining and keeping a competitive advantage. Various topics will be covered such as diversity, job satisfaction, motivation, individual decision-making, group behavior, communication, leadership, and human resource practices.

Course Objectives

Upon completion of this course, students should be able to:

1. Describe how personality, attitudes, and values influence behavior in organizations.
2. Apply concepts of motivation to develop strategies for improving work performance and organizational effectiveness.

3. Explain the role that leadership plays in group dynamics.
4. Discuss approaches for building teamwork and community among people in organizations.

Textbook

Robbins, S. P., and Judge, T. A. (2016). *Organizational Behavior* (17th Ed.), Pearson Education.

Global Edition ISBN-13: 978-1292146300; ISBN-10: 1292146303

Standalone Book ISBN-13: 978-0134103983; ISBN-10: 013410398X

The book is available in e-textbook, hardcover and paperback (Global Edition). The used copy can be purchased for much less and this book can also be rented for less than \$70 for a semester.

Students are expected to complete each day's chapter and reading assignments prior to the start of a class so that they can discuss the material in an informed manner.

Grading and Evaluation

Attendance (10%) – Participation (10%) – Assignment (20%) – Midterm Exam (30%) – Final Exam (30%)

Grades will be distributed as 90-100% = A, 80-89% = B, 70-79% = C, 60-69% = D, and below 60% = F.

Students are expected to attend all classes and the attendance will be checked in every class. If a student needs to miss a class due to sickness or other unavoidable major crises, s/he should let the professor know in advance and have appropriate documentation.

Class participation is required for this course. Participation points are not free points and must be earned. The grade will be calculated to reflect students' participation in class discussions and their capacity to introduce ideas and thoughts with class. Final grades will be determined by the extent and quality of contributions to class discussions.

Two exams will be administered during the semester. Each exam is stand-alone; there is no comprehensive final exam for this course. Questions in exams will come from the textbook, lecture notes, and class discussions.

For the class assignment students will learn more in depth about a management topic and develop their teamwork skills as well. Students will be formed into teams by the instructor and prepare a 20-minute class presentation. A detailed overview of this assignment will be given in the first week of the semester. Grading of the assignment will be based upon 1) organization coherence, 2) content completeness, 3) knowledge and effort, and 4) style of presentation.

Academic Honesty Policy

All students must be honest and forthright in their academic studies. To falsify the results of one's research, to steal the words or ideas of another, to cheat on an assignment and/or test, or to allow/assist another to commit these acts corrupts the educational process. Students are expected to do their own work and neither give nor receive unauthorized assistance.

Class Rules

1. Students are expected to be punctual to the class and stay until the professor dismisses the class.
2. All personal electronic devices must be turned off while the class is in session.
3. Side conversations or other distractions to the professor and fellow students are inappropriate and disgraceful. A recurring problem will result in being asked to leave the classroom or being dropped from the class.
4. Do not suffer in silence. For any problems or issues with related to the course, students are expected to meet and discuss with the professor during office hours or make an appointment for a meeting.



Tentative Course Schedule

Week 1

- Session 1: Course Introduction
- Session 2: What is Organizational Behavior?
- Session 3: Diversity in Organizations
- Session 4: Project Overview
- Session 5: TA Session

Week 2

- Session 1: Attitudes and Job Satisfaction
- Session 2: Personality and Values
- Session 3: Perception and Individual Decision Making
- Session 4: Motivation
- Session 5: TA Session

Week 3

- Session 1: Mid-term Exam
- Session 2: Foundations of Group Behavior
- Session 3: Understanding Work Teams
- Session 4: Group Work
- Session 5: TA Session

Week 4

- Session 1: Communication
- Session 2: Leadership
- Session 3: Organizational Culture
- Session 4: Group Work
- Session 5: TA Session

Week 5

- Session 1: Human Resource Policies and Practices
- Session 2: Group Presentations
- Session 3: Group Presentations
- Session 4: TA Session
- Session 5: Final Exam