

課程資訊 (Course Information)					
科號 Course Number	11020MBA 550401	學分 Credit	2	人數限制 Class Size	30
中文名稱 Course Title	組織行為				
英文名稱 Course English Title	Organizational Behavior				
任課教師 Instructor	胡美智(HU,MEI-CHIH) more information				
上課時間 Time	S1S2	上課教室 Room	Kinmen金門中心		
提醒您：請遵守智慧財產權，勿使用非法影印教科書 Please respect the intellectual property rights, do not use illegal copies of textbooks.					
此科目對應之系 所課程規畫所欲 培養之核心能力 Core capability to be cultivated by this course					
課程簡述 (Brief course description)					
Organizational behavior refers to the systematic study of the attitudes and behaviors of individuals and groups in organizational settings. The purpose is to assist managers in predicting, explaining and controlling the behavior of people in organizations. The course aims to establish a conceptual understanding of the dynamics of individual and group behavior in organizations, to examine the ways in which different forms of organizational structure and leadership influence that behavior, and to analyze the ability of organizations to respond to external change and to manage their own internal change processes.					
課程大綱 (Syllabus)					
Course keywords: organizational behavior, management theory, managerial practices, managerial models, people					
教學目標： Organizational behavior refers to the systematic study of the attitudes and behaviors of individuals and groups in organizational settings. The purpose is to assist managers in predicting, explaining and controlling the behavior of people in organizations. The course aims to establish a conceptual understanding of the dynamics of individual and group behavior in organizations, to examine the ways in which different forms of organizational structure and leadership influence that behavior, and to analyze the ability of organizations to respond to external change and to manage their own internal change processes.					
On completion of this course, students should be able to: 1. demonstrate an understanding of how characteristics of the individual (eg. personality, motivation), the group (eg. decision making processes, leadership styles), the organization (eg. organizational structure, organizational culture) and the broader environment (eg. national culture) can influence the attitudes and actions of employees. 2. use the above knowledge to examine an individual’s behavior to expose their underlying work psychology and convince someone that you have developed a rational and cogent argument for action. 3. identify, examine and critically evaluate literature to improve managerial performance. 4. develop the skills needed to gather relevant information, analyze complex situations/issues and develop well-informed interventions.					
教學方式：講授、問題討論、分組活動、個案分析、專題演講、影片片段欣賞與討論。					
成績評量：					

(1) 40% 個人課堂出席與課堂討論

(2) 30% 小組個案研讀與報告

個案簡介

針對個案議題提出建議與問題

Q & A

(3) 30% 組別期末報告

1. 自訂一主題與場域情景(如:公司組織內外部常發生之情境等等)

2. 設定報告主題欲傳達目標與目的(如: 員工激勵與組織文化or 跨部門/跨團隊組織衝突or組織競爭、績效考核、組織轉型等等)

3. 主題發生過程與解決方案

4. 可以有不一樣的做法嗎? 為什麼(不)可以?

5. 報告方式以「投影片報告」為主, 「演戲」or/and「拍攝解說影片」or/and「其他創意方式」

為輔。

參考教材:

1. Steven McShane and Mary Von Glinow (2015), *Organizational Behavior: emerging knowledge, global reality* (7th ed.), McGraw-Hill. ISBN: 9814575429

2. 課堂補充文章及個案