



National Taiwan University of Science and Technology

2020 Summer Program

BADM 310 Human Capital in Organizations

Course Outline

Term: July 06-August 07,2020

Class Hours: 10:00-11:50 (Monday through Fridays)

Course Code: BADM 310

Instructor: Sanal Mazhavancheryl

Home Institution: American University, Washington DC.

Office Hours: TBA and by appointment

Email: sanal@american.edu

Credit: 4

Class Hours: According to the regulations of Minister of Education, R.O.C, 18 class hours could be counted as 1 academic credit in all universities in Taiwan. 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: Human capital is the collective knowledge, skills, networks, and other intangible assets of individuals that can be used to create economic value for the individuals, their organizations, and other stakeholders. 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. The course provides a comprehensive analysis of individual and group behavior in organizations. Various topics will be covered such as job satisfaction, motivation, diversity, individual decision-making, group behavior, communication, leadership, and human resource practices.



COURSE OBJECTIVES

After completing this course, you will be able to:

1. Understand the organizational system, including organizational structures, culture, human resources, and change.
2. Describe how personality, attitudes, and values influence behavior in organizations.
3. Apply concepts of motivation to develop strategies for improving work performance and organizational effectiveness.
4. Understand group behavior in organizations, including communication, leadership, power and politics, conflict, and negotiations.

Required Textbook:

Organizational Behavior: Improving Performance and Commitment in the *Workplace* Jason Colquitt, Jeffery LePine & Michael Wesson (6th edition). McGraw-Hill/Irwin.

You should also purchase this coursebook to access to the case studies to be covered in the class:

<https://hbsp.harvard.edu/coursepacks/XXXXX>

Grading & Evaluation:

You will be evaluated as follows:

Form of Evaluation	Total Points
Midterm Exam	25
Final Exam	25
Group Project	30
Class participation	20
TOTAL	100

Grading scale:

94% – 100% = A	76% – 79% = C+
90% – 93% = A-	73% – 75% = C
86% – 89% = B+	70% – 72% = C-
82% – 85% = B	60% – 69% = D
80% – 82% = B-	0% – 59% = F



Exams: There will be a midterm and a final exam on the dates indicated in the syllabus. Exams will **not be cumulative**. Each exam will make 25% of your grade, so the two exams together will make 50% of your grade.

Group Term Project: The Term Project will make 30% of your grade. The purpose of the project is to give your team an opportunity to apply what has been learned in the course to problems in an organization of your team's choice. Class members will work in teams of four people. Your team should answer the following questions in the assignments detailed below.

1. What are the issues or problems facing the organization?
2. What course concepts can be applied to understand why this problem is occurring?
3. What recommendations can you offer to help improve organizational functioning?

Class Discussions: Summer classes are intensive and require hard work and diligence. Attending classes is essential for mastering the concepts presented during lectures and actively participate during class discussion. Class participation will be 20% of the student grade

Course Schedule:

Week1

Monday: Chapter 1: Introduction to the Field of Organizational Behavior

Tuesday: Chapter 2: Job Performance

Wednesday: Chapter 3: Organizational Commitment

Thursday: Discussion: HBR Case 1

Week2

Monday: Chapter 4, 5: Job Satisfaction and Stress



Tuesday: Chapter 6: Employee Motivation

Wednesday: Chapter 7: Trust, Justice and Ethics

Thursday: Discussion: HBR Case 2, Midterm Exam Review

Week3

Monday: Midterm Exam

Tuesday: Chapter 8: Learning and Decision Making

Wednesday: Chapter 9: Personality

Thursday: Chapter 10: Ability

Week 4

Monday: Chapter 11: Team Formation

Tuesday: Chapter 12: Team Processes

Wednesday: Chapter 13: Leadership I: Power & Negotiation

Thursday: Chapter 14: Leadership II: Styles & Behaviors

Week 5

Monday: Chapter 16: Organizational Culture

Tuesday: Final Exam Review

Wednesday: Final Exam

Thursday: Group Project Submission