National Taiwan University of Science and Technology

2020 Summer Program

BADM 310 Human Capital in Organizations

Course Outline

Term: June 01-July 03, 2020

Course Code: BADM310

Instructor: Islam Rizvanoghlu

Home Institution: University of Houston

Office Hours: by appointment

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Credit: 4

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

Course Textbooks

McShane, Steven and Von Glinow, Mary, *Organizational Behavior* 8th edition, McGraw-Hill.

Detailed Course Requirements

- **Exams:** There will be a midterm and a final exam. Exams will not be cumulative. Each exam will make 40% of your grade, so two exams together will make 80% of your grade.
- **Group Term Project:** The Term Project will make 20% 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.
  - What are the issues or problems facing the organization?
  - What course concepts can be applied to understand why this problem is occurring?
  - What recommendations can you offer to help improve organizational functioning?

94-100 = A 90-93 = A- 86-89 = B+ 82-85 = B 80-82 = B- 76-79 = C+ 72-75 = C 70-72 = C66-69 = D+ 62-65 = D 60-62 = D- Below 60=F

Course Schedule

Chapter 1: Introduction to the Field of Organizational Behavior

Chapter 2: Individual Behavior, Personality, and Values

Chapter 3: Perceiving Ourselves and Others in Organizations

Chapter 4: Workplace Emotions, Attitudes, and Stress

Chapter 5: Foundations of Employee Motivation

Chapter 7: Decision Making and Creativity

Chapter 8: Team Dynamics

Midterm 1

Chapter 9: Communicating in Teams and Organizations

Chapter 10: Power and Influence in the Workplace

Chapter 11: Conflict and Negotiation in the Workplace

Chapter 12: Leadership in Organizational Settings

Chapter 13: Designing Organizational Structures

Chapter 14: Organizational Culture

Chapter 15: Organizational Change

Final Exam