

國立中正大學課程大綱

National Chung Cheng University Syllabus

課號 course code	5205031	全英文授課 EMI	☐ 是 ☒ 否
課程名稱 (中文) course name (Chinese)	組織行為		
課程名稱 (英文) course name (English)	Organizational Behavior		
學年 academic Year /semester	114-1	上課地點 classroom	管理學院 455 教室
學系 (所) department	企管管理學系 Business Administration	必選修 required/selected	☐ 必修 ☒ 選修
教師 instructor	賴璽方 Hsi-Fang Andy Lai	學分 credit	3
助教 teaching assistant		助教 email TA email	
先修科目或 先備能力 prerequisites	This course is open to graduate students at the master' s level only. Undergraduate students are not permitted to enroll.		
課程概述 course descriptions	Organizational Behavior (OB) is an interdisciplinary subject. The purpose for our learning OB is to provide a systematic knowledge about human behaviors in organizations. Its content includes the followings: perceptions, attitudes, personality, emotions, motivation, group dynamics, communication, conflict, leadership, power and politics, and organization design and organizational culture. I wish that you can apply the knowledge you learn in the semester in your practical works and enhance your work performance.		
學習目標 learning objectives	1. Understand individual values and personality differences. 2. Understand individual perceptions, emotions and attitudes. 3. Learn motivational theories and leadership styles. 4. Understand the work team and organizational culture.		
教科書及參考書 textbooks and reference	Robbins, S.P. & Judge, T.A. (2019) Organizational Behavior (18th ed.). Taiwan, Pearson Education. (請尊重智慧財產權，不得非法影印教師指定之教科書籍)		

教學要點概述

教材編選 teaching materials	☐ 自編教材 ☒ 教科書作者提供 ☐ 其它			
教學方法 teaching method	☒ 講述 ☒ 小組討論 ☐ 演式法 ☐ 問題導向學習 ☐ 個案研究 ☐ 網路教學 ☐ 實驗法 ☐ 其它			
評量方法 evaluation	☒ 上課點名 10% ☐ 小考 0% ☐ 作業 20% ☐ 程式實作 0% ☒ 課堂報告 20% ☐ 專案 0% ☒ 期中報告 20% ☐ 期末考 0% ☒ 期末報告 20% ☒ 課堂討論 30%			
教學資源 teaching resources	☐ 課程網站 ☒ 教材電子檔供下載 ☐ 實習網站			
與 SDGs 目標 的關聯 related to objectives of SDGs	☐SDG 1 終結貧窮 ☐SDG 3 健康與福祉 ☐SDG 5 性別平權 ☐SDG 7 可負擔的潔淨能源 ☐SDG 9 工業化、創新及基礎建設 ☐SDG 11 永續城鄉 ☐SDG 13 氣候行動 ☐SDG 15 保育陸域生態 ☐SDG 17 多元夥伴關係 ☐SDG 2 消除飢餓 ☐SDG 4 優質教育 ☐SDG 6 淨水及衛生 ☐SDG 8 合適的工作及經濟成長 ☐SDG 10 減少不平等 ☐SDG 12 責任消費及生產 ☐SDG 14 保育海洋生態 ☐SDG 16 和平、正義及健全制度			
教師 相關訊息 instructor's information	賴璽方 Hsi-Fang Andy Lai E-mail: hsifanglai@ccu.edu.tw Mobile: 0911-105-943 Phone: 05-2720411ext.34322			
週次 week	日期 Date	每週課程內容 weekly scheduled contents	教材章節 Textbook	其他說明 Remark
1	9/10	What is Organizational Behavior?	Chapter 1	
2	9/17	Diversity in Organizations	Chapter 2	是玩笑還是騷擾？
3	9/24	Personality and Values	Chapter 4	請用證據說服我
4	10/1	Emotions and Moods Perception and Individual Decision Making	Chapter 6 Chapter 5	決策變失策
5	10/8	Attitudes and Job Satisfaction	Chapter 3	好員工請留步！
6	10/15	Motivation	Chapter 7、8	在家上班打擊士氣？

7	10/22	Foundations of Group Behavior	Chapter 9	老闆左右手成敵手
8	10/29	Paper Presentation		
9	11/5	Midterm		
10	11/12	Understanding Work Teams	Chapter 10	地雷專案閒人勿近？
11	11/19	Leadership	Chapter 13	出口成災
12	11/26	Power and Politics	Chapter 11	銷售明星說謊沒關係
13	12/3	Organizational Change	Chapter 17	新官推不動變革？
14	12/10	Organization Culture	Chapter 15	公司文化讓人想逃？
15	12/17	Learn OB by watching movies		
16	12/24	Learn OB by watching movies		
17	12/31	Paper Presentation		
18	1/7	Final		
核心能力 core competencies				

Goal 2: Communication Skills ☐ 2.1 Demonstrate oral and written communication skills effectively.	Goal 3: Leadership ☒ 3.3 Propose effective leadership styles for different situation.
Goal 2: Communication Skills ☐ 2.2 Develop logical ideas for the audience to understand clearly.	Goal 4: Global Perspective ☒ 4.1 Demonstrate international views.
Goal 2: Communication Skills ☒ 2.3 Ability to facilitate communication and interactions within a team.	Goal 4: Global Perspective ☒ 4.2 Understand cultural, economic and environmental differences.
Goal 3: Leadership ☒ 3.1 Understand different leadership theory.	Goal 5: Business Ethics ☒ 5.1 Understand business ethical issues.
Goal 3: Leadership ☐ 3.2 Analyze source of power.	Goal 5: Business Ethics ☐ 5.2 Illustrate fair course of action.

"Goal 1 Knowledge Integration & Critical Thinking is missing due to assessed by Master thesis."

Case Discussion Participation:

Students are required to read the assigned case study before class. During class, students will be divided into groups to discuss the case and summarize their group's findings. Each group must present their discussion results using a poster format.

Organizational Behavior Literature Reading:

Students must select one academic article related to organizational behavior for both the midterm and final assessments. Each selected article should be studied carefully, and students must deliver a 10-minute presentation based on their chosen reading. The article and the completed presentation file must be uploaded by 6:00 PM on the day before the scheduled presentation.

Learning OB through Movies:

Students are required to select one movie of their choice and critically engage with it by connecting the film's content to concepts, cases, and theories covered in the course. Each group must conduct an in-depth dialogue between the movie and organizational behavior knowledge, highlighting key insights and applications. A 20-minute presentation is required to demonstrate their analysis, supported by both theoretical references and case-based learning.