MOR 601
Seminar in Organizational Behavior

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Class Time: Fridays, 9am-12 noon  
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Course Objectives
This seminar provides beginning doctoral students an overview of some of the major topics in organizational behavior. The course is designed to provide a broad exposure to its numerous literatures, an understanding of its central concepts, and the opportunity to develop ideas for how you might contribute to this field. We will pursue these goals by examining a mix of theoretical and empirical research, thinking critically about their strengths and limitations, and creating a forum for you to test your own conceptual and empirical ideas.

Assignments and Grading

1) **Class Discussions (20%)**. Students are expected to read all the assigned materials and take an active role in discussing them. Additionally, each student will be responsible for presenting a subset of these papers in each class session. Students should examine the assigned readings for a given session and allocate these assignments so that each student is responsible for presenting at least one of these papers (longer assignments such as books may be divided across students). Non-presenters will be in charge of providing additional comments, insights, and reactions to both the paper and presentation.

2) **Reading Summaries (20%)**. A 2-3 page summary of the assigned readings is due at the start of each class session. This summary should highlight each paper’s main ideas, arguments, strengths, and weaknesses as well as a broader commentary on their assumptions, similarities/differences, contributions, and unanswered questions.

3) **Concept Paper (10%)**. Prepare a 3-5 page paper outlining a new innovative research question. Conclude with hypotheses that might be worth testing in an actual research project. This concept paper may be extended into the causal modeling and/or term papers.

4) **Casual Modeling Paper (10%)**. Prepare a 3-5 page paper that identifies an interesting theoretical question and proposes a testable causal model that can address it. Draw and explain the causal model that your study will examine. Define your constructs, justify the causal relations, and explain what the data would look like to confirm versus disconfirm your hypothesis.

5) **Term paper (40%)**. Prepare a 15-20 page research proposal of the type suitable for a paper that would appear in a top tier management journal. No data or analysis is necessary. However, your paper should include compelling motivation (i.e., why is this project interesting), relevant theory (including research that may not have been assigned for the class), testable hypotheses, an explicit research design, and a discussion of the expected results. Students should develop this proposal with the expectation that it will become a publishable paper.
Reading List

Week 1 (Aug. 27):  Introduction


Week 2 (Sept. 3):  Person vs. Situation


Week 3 (Sept. 10):  Job Design


**Recommended Readings**


**Week 4 (Sept. 17): Decision-Making**


**Week 5 (Sept. 24): Cognitions**


**Recommended Readings**


**Week 6 (Oct. 1): Emotions**


**Recommended Readings**


**Week 7 (Oct. 8): Interpersonal Perceptions**


**Week 8 (Oct. 15): Power & Influence**


**Recommended Readings**


**Week 9 (Oct. 22): Group Relations**


Week 10 (Oct. 29): Group Cognitions


Week 11 (Nov. 5): Trust


Week 12 (Nov. 12): Justice & Fairness


**Week 13 (Nov. 19): Accounts & Forgiveness**


**Thanksgiving (Nov. 26) ➔ No Class**

**Week 14 (Dec. 3): Culture & Diversity**

