

The Hong Kong Polytechnic University

Subject Description Form

Please read the notes at the end of the table carefully before completing the form.

Subject Code	MM613
Subject Title	Research in Organisational Behaviour
Credit Value	3
Level	6
Pre-requisite/ Co-requisite/ Exclusion	None
Objectives	The subject will provide a survey of OB theory and research at an advanced level. It will provide a sound basis for further in-depth study of OB/HRM.
Intended Learning Outcomes <i>(Note 1)</i>	Upon completion of the subject, students will be able to: a. integrate theories of Organisational Behaviour (OB) and the practice of management; b. develop analytical and conceptual competencies required of management researchers; c. demonstrate an ability to critique research methodologies and findings in the Organisational Behaviour literature.
Subject Synopsis/ Indicative Syllabus <i>(Note 2)</i>	This subject covers a wide spectrum of human behaviour principles that may affect individuals and groups in organizations. These include individual differences in abilities, attitudes, attribution styles, motivation and inter-personal aspects such as group dynamics, power and politics, leadership, conflict resolution and finally system variables relating to organizational culture, structure and design.
Teaching/Learning Methodology <i>(Note 3)</i>	<p>This subject will be taught by seminars. Readings from the academic literature form the basis of class seminars in which theories, methodologies and findings on selected topics will be thoroughly discussed. During each seminar, several articles will be evaluated. For each article, one student will provide a summary of the reading along with a critique.</p> <p>A wide range of research topics are selected and participants will try to deal with the following general questions in relation to the specific topic(s) under discussion:</p> <ul style="list-style-type: none"> • What do the research studies tell us about this OB issue? • To what extent do the studies represent ‘good’ research? • What are the managerial implications of the research? • What are the research needs in this field?

Assessment Methods in Alignment with Intended Learning Outcomes (Note 4)	<table border="1"> <thead> <tr> <th rowspan="2">Specific assessment methods/tasks</th> <th rowspan="2">% weighting</th> <th colspan="5">Intended subject learning outcomes to be assessed (Please tick as appropriate)</th> </tr> <tr> <th>a.</th> <th>b.</th> <th>c.</th> <th></th> <th></th> </tr> </thead> <tbody> <tr> <td>Continuous Assessment*</td> <td>100%</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>1. Individual assignment – Review</td> <td>30%</td> <td>✓</td> <td>✓</td> <td>✓</td> <td></td> <td></td> </tr> <tr> <td>2. Individual assignment – Presentation</td> <td>20%</td> <td>✓</td> <td>✓</td> <td>✓</td> <td></td> <td></td> </tr> <tr> <td>3. Individual assignment – Proposal</td> <td>50%</td> <td>✓</td> <td>✓</td> <td>✓</td> <td></td> <td></td> </tr> <tr> <td>Total</td> <td>100%</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Specific assessment methods/tasks	% weighting	Intended subject learning outcomes to be assessed (Please tick as appropriate)					a.	b.	c.			Continuous Assessment*	100%						1. Individual assignment – Review	30%	✓	✓	✓			2. Individual assignment – Presentation	20%	✓	✓	✓			3. Individual assignment – Proposal	50%	✓	✓	✓			Total	100%					
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	3. Individual assignment – Proposal	50%	✓	✓	✓																																											
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<p><i>*Weighting of assessment methods/tasks in continuous assessment may be different, subject to each subject lecturer.</i></p> <p>To pass this subject, students are required to obtain Grade D or above in the Continuous Assessment components.</p> <p>Explanation of the appropriateness of the assessment methods in assessing the intended learning outcomes: Journal articles are assigned to course participants. They are required to critique these articles and write a review report. They are also required to develop and write a proposal of a novel research model that reviews the relevant literature, develops convincing arguments and hypotheses, and explicitly outlines the methodology. They also need to make presentations in class and exchange views regarding conceptual, methodological and managerial issues. Course participants are expected to integrate what they have learned, and more importantly, to identify research problems worthy of scholarly attention. Feedback is given to students immediately following the presentations and all students are invited to join this discussion.</p>																																																
Student Study Effort Expected	Class contact:																																															
	<ul style="list-style-type: none"> ▪ Lectures and seminars 	39 Hrs.																																														
	Other student study effort:																																															
	<ul style="list-style-type: none"> ▪ Preparation for lectures and seminars 	39 Hrs.																																														
	<ul style="list-style-type: none"> ▪ Preparation for assignment project and presentation 	78 Hrs.																																														
	Total student study effort	156 Hrs.																																														
Reading List and References	Selected articles from the following journals, for example:																																															
	Academy of Management Journal																																															

	Academy of Management Review Administrative Science Quarterly Journal of Applied Psychology Journal of Organizational Behavior Journal of Personality and Social Psychology Organizational Behavior and Human Decision Process Personnel Psychology
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Note 1: Intended Learning Outcomes

Intended learning outcomes should state what students should be able to do or attain upon completion of the subject. Subject outcomes are expected to contribute to the attainment of the overall programme outcomes.

Note 2: Subject Synopsis/ Indicative Syllabus

The syllabus should adequately address the intended learning outcomes. At the same time over-crowding of the syllabus should be avoided.

Note 3: Teaching/Learning Methodology

This section should include a brief description of the teaching and learning methods to be employed to facilitate learning, and a justification of how the methods are aligned with the intended learning outcomes of the subject.

Note 4: Assessment Method

This section should include the assessment method(s) to be used and its relative weighting, and indicate which of the subject intended learning outcomes that each method purports to assess. It should also provide a brief explanation of the appropriateness of the assessment methods in assessing the intended learning outcomes.