BUS MHR 8201: Seminar in Organizational Behavior I
Spring Term #1 2013
Tuesdays 3:00 pm – 6:00 pm
Fisher 300

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Course Overview

This course will examine theoretical and empirical research in major topic areas of micro organizational behavior. An overarching goal of this course is to acquaint students with a variety of topics and research areas within the field. The topics and articles selected include overview articles, theory papers, review articles or chapters and examples of empirical research. Where applicable, the reading list includes classic articles as well as more recent “cutting edge” research for a given topic. Each week, we will cover an area in depth, explicate some major theories, review a select set of readings, and discuss some of the critical issues that have been raised with regard to theory development and theory testing.

Following are some of the objectives of this course:

- Provide exposure to a variety of topic areas in organizational behavior
- Assist students in the process of developing expertise in a domain of interest
- Assist students in learning to develop theoretically-based research propositions
- Explore new research ideas

Format

Class sessions will consist of active discussion of each assigned article/chapter. Each student will have the role of discussion leader at least once during the term. However, everyone is expected to contribute to the discussion each class session. The purpose of the discussion is NOT to review the readings (everyone will have read them), but to articulate the central idea of the argument/finding and then discuss its internal consistency, theoretical appeal, ability to account for the data, new questions generated by the study, and connection to other areas/topics. We will determine discussion leaders during the first and/or second class session. The instructor will serve as the discussion leader for the first class.

Course Requirements and Grading

Your grade for the course will be comprised of the following components.

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<th>Component</th>
<th>Percentage</th>
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<td>Preparation and Participation</td>
<td>35 %</td>
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<td>Research Ideas Short Papers</td>
<td>25%</td>
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<td>Research Paper</td>
<td>40%</td>
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Preparation and Participation (35%)
Students are expected to attend every class session, to come to class having read all assigned papers for a given class session, and to serve as the discussion leader for at least one class session. Students are also expected to notify the professor of any absence in advance of the class session, and if necessary to find a replacement discussion leader. Students will be evaluated on the quality and quantity of their participation in class discussion. Valuable participation includes (but is not limited to) the following:

- Effectively leading and framing the discussion (when session leader)
- Offering an alternative perspective on the issue at hand
- Providing a careful analysis of the topics or papers being discussed
- Moving the discussion forward by building on previous contributions with new insights
- Asking thought-provoking questions

Please note: comments or behaviors that are disrespectful of others, that detract from the learning environment, or that disrupt the class will have a negative impact on your grade.

Research Ideas Short Papers (25%)
Each student must submit two very brief (1-3 pages) written descriptions of novel hypotheses (something not already known or immediately obvious to researchers in O.B.) as related to the topics discussed for a given class session. You should state a hypothesis and then present a short justification (supported by some reference to existing research) about why it is a good idea and how it contributes to the topic of discussion on that particular day. These papers can also become topics for discussions within the seminar itself. The research ideas should not be submitted on the same day that you serve as a discussion leader.

Research Paper (40%)
Students will write an original research paper as the final assignment for the course. The emphasis of this assignment is on the development of a good “front end” (i.e. theory, and hypothesis development). The paper should also include a methods section and, where applicable data – though data is not required. Ideally, students will use this assignment as an opportunity to begin or continue developing an original manuscript which will ultimately be suitable for submission to a conference or journal. Due: by 5 p.m. Wednesday February 7, 2013.

Any issues or questions concerning grading should be called to the attention of the professor within one week following receipt of a grade.

Student Accommodations
Please contact the Office for Disability Services at 614-292-3307 in room 150 Pomerene Hall to coordinate reasonable accommodations for students with documented disabilities. Additionally, any student who feels she/he may need an accommodation based on the impact of a disability may contact me privately to discuss specific needs.
Honor Code/OSU Code of Student Conduct

As affirmed in the Honor Statement of the Fisher College of Business (FCOB), ethics and academic integrity are fundamentally important for all courses here at Fisher. Academic integrity means that you are expected to approach all assignments within the letter and spirit of the class rules and the OSU code of student conduct. Specifically, I expect that any information you convey to me is truthful, that any materials submitted for a grade are your original work, that you complete any individual assignments without the assistance of others, and that you cite all sources appropriately (the citation style of the *Publication Manual of the American Psychological Association* is preferred for this course). I will address any suspected violations of the code of conduct in accordance with university policy.
**Week 1: Social Identity**


Other Related or Historical Articles on this Topic:


**Week 2: Diversity, Demography, and Social Categorization**


**Week 2: Diversity, Demography, and Social Categorization (cntd.)**


**Other Important or Historical Articles on this Topic:**


**Week 3: Boundary Theory and The Work/Non-work Interface**


Dumas, T.L., Phillips, K.W. & Rothbard, N.P. forthcoming. Getting closer at the company party: Integration experiences, racial dissimilarity and workplace relationships. *Organization Science*. (Accompanying materials to be discussed will be provided for this manuscript.)


**Other Important or Historical Articles on this Topic:**
**Week 3: Boundary Theory and The Work/Non-work Interface (cntd.)**

Other Important or Historical Articles on this Topic (cntd.):


**Week 4: Work and Family**


Other Important or Historical Articles on this Topic:


Week 4: Work and Family (cntd.)

Other Important or Historical Articles on this Topic: (cntd.)


Week 5: Impression Management, Self-Disclosure, and Authenticity in Organizations


Other Important or Historical Articles on this Topic:


Week 6: Group Processes & Conflict


Other Important or Historical Articles on this Topic:


**Week 7: Leadership**


*Other Important or Historical Articles on this Topic:*

