



Beijing Jiaotong University

2020 Summer Session

BADM 310 Human Capital in Organizations

Course Outline

Term: June 29-July 24, 2020

Class Hours: 10:00-11:50 (Monday through Friday)

Course Code: BADM 310

Instructor: Jay Richman

Home Institution: Johns Hopkins University

Office Hours: To be determined and by appointment

Email: jrichma2@jh.edu

Credit: 4

Class Hours: This course will have 52 class hours, including 32 lecture hours, 8 lecturer office hours, 8-hour TA discussion sessions, 4-hour review sessions.

Course Description

The course provides a comprehensive analysis of individual and group behavior in organizations. 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. Various topics will be covered such as diversity, job satisfaction, motivation, individual decision-making, group behavior, work teams, communication, and leadership.

Course Objectives

Upon completion of this course, students should be able to:

1. Describe how personality, attitudes, and values influence behavior in organizations.

2. Apply concepts of motivation to develop strategies for improving work performance and organizational effectiveness.
3. Explain the role that leadership plays in group dynamics.
4. Discuss approaches for building teamwork and community among people in organizations.

Textbook

Robbins, S. P., and Judge, T. A. (2016). *Organizational Behavior* (17th Ed.), Pearson Education. Global Edition ISBN-13: 978-1292146300; ISBN-10: 1292146303 Standalone Book ISBN-13: 978-0134103983; ISBN-10: 013410398X

The book is available in e-textbook, hardcover and paperback (Global Edition). The used copy can be purchased for much less and it can also be rented for less than \$70 for a semester. Students are expected to complete each day's chapter and reading assignments prior to the start of a class so that they can discuss the material in an informed manner.

Grading and Evaluation

Attendance (10%) – Participation (10%) – Project (20%) – Exams I, II, III (60%)

Grades will be distributed as 95-100%=A+, 90-94%=A, 85-89%=B+, 80-84%=B, 75-79%=C+, 70-74%=C, 65-69%=D+, 60-64%=D, and below 60%=F.

Students are expected to attend all classes and the attendance will be checked in every class. If a student needs to miss a class due to sickness or other unavoidable major crises, s/he should let the professor know in advance and have appropriate documentation.

Class participation is required for this course. Participation points are not free points and must be earned. The grade will be calculated to reflect students' participation in class discussions and their capacity to introduce ideas and thoughts with class. Final grades will be determined by the extent and quality of contributions to class discussions.

Three exams will be administered during the semester. Each exam is stand-alone; there is no comprehensive final exam for this course. Questions in exams will come from the textbook, lecture notes, and class discussions.

For the class project, students will learn more in depth about a management topic and develop their teamwork skills as well. Students will be formed into teams by the instructor and prepare a 20- 30 minute class presentation. A detailed overview of this assignment will be given in the first week of the semester. Grading of the assignment will be based upon 1) organization coherence, 2) content completeness, 3) knowledge and effort, and 4) style of presentation.

Academic Honesty Policy

All students must be honest and forthright in their academic studies. To falsify the results of one's research, to steal the words or ideas of another, to cheat on a test, or to allow or assist another to commit



these acts corrupts the educational process. Students are expected to do their own work and neither give nor receive unauthorized assistance.

Class Rules

1. Students are expected to be punctual to the class and stay until the professor dismisses the class.
2. All personal electronic devices (e.g., cellular phone, tablet, etc.) must be turned off while the class is in session.
3. Side conversations or other distractions to the professor and fellow students are inappropriate and disgraceful. A recurring problem will result in being asked to leave the classroom or being dropped from the class.
4. Do not suffer in silence. For any problems or issues with related to the course, students are expected to meet and discuss with the professor during office hours or make an appointment for a meeting.

Course Schedule

Week 1

- Session 1: Course Introduction and Project Overview
- Session 2: What is Organizational Behavior?
- Session 3: Diversity in Organizations
- Session 4: Attitudes and Job Satisfaction
- Session 5: TA Session

Week 2

- Session 1: Exam I
- Session 2: Personality and Values
- Session 3: Perception and Individual Decision Making
- Session 4: Motivation
- Session 5: TA Session

Week 3

- Session 1: Exam II
- Session 2: Foundations of Group Behavior
- Session 3: Understanding Work Teams
- Session 4: Communication
- Session 5: TA Session

Week 4

- Session 1: Leadership
- Session 2: Exam III
- Session 3: Group Presentations
- Session 4: Group Presentations
- Session 5: Class Review