Amsterdam Business Research Institute

Specialization Seminar in Organization Behavior / Human Resources

Course Manual

Academic year 2018- 2019
Course title: Specialization Seminar in Organization Behavior / Human Resources

Coordinator(s): Prof. dr. E. Lysova

Lecturer(s): Prof. dr. E. Lysova

Study period: October 2018 - December 2018

ECTS: 6 ECTS

Tuition: € 600

Course goals: Upon completion of this course students will have:

- Acquired academic knowledge of and insight into the foundations of and recent advancements in the literature in OB/HRM
- Developed their ability to understand, critically analyze, and evaluate the strengths and weaknesses of different perspectives and ways of conducting research within the OB/HRM field
- Developed their ability to synthesize the literature related to OB/HRM, e.g., through systematic literature review and other types of conceptual integration
- Developed their ability to effectively communicate verbally and in writing about OB/HRM research
- Developed their skills at conceiving a research question that makes a scholarly contribution to the OB/HRM field

Course Content: The course focuses on the study of people and their behaviors in and across organizations, as well as how organizations in turn can facilitate productive and healthy employees’ participation. Each week will be dedicated to a specific topic and led by an expert on this topic. Here are examples of the types of topics likely to be covered:

a) High performance work systems. How line managers implement and how employees perceive major HR practices. The impact of organizational context in this. Validity of ‘black box process theories’ (e.g., the ‘AMO-model’), connecting micro psychology (OB) and macro HRM approaches, in order to explain the impact of HR practices on organizational performance.

b) Leadership – Content and interrelationships of different types of leadership, including ethical leadership, transformational / charismatic leadership, and leadership / (employee) ‘followship’.

c) Employee proactive work behavior and citizenship (OCB, voice, initiative etc.), as well as job crafting, self-effectuation, proactivity, and employability. Do organizations always want and stimulate proactivity?

d) Careers research, in particular the interplay between employees’
boundaryless career behaviors and organizational learning / innovation.
e) Paying for performance. In particular: combining/weighting psychological (e.g. goal setting or intrinsic motivation) and economic (e.g. agency) theories/evidence for the impact of this personnel intervention on personal and organizational performance, commitment and learning / innovation.

Form of tuition

Four hours of classroom interaction per week. During each session, one team presents an assigned paper, and another team offers a discussion with critical questions. The teams’ debate will be open to the rest of the class. The focus of the discussions is not only on the content and theories, but also research methods applicable to test the theories.

Assessment

Weekly: Two 3-hour lectures per week. Each lecture will (a) introduce a theory or a set of related theories, (b) place it in a historical perspective, and (c) discuss recent utilization of the theory or set of theories in business studies.

- Individual examination (60%): essay-type exam (individual)
- Assignment (30%): review paper (group work)
- Class participation (10%): presenting and fruitfully contributing to class-room discussion (group work)

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<th>Course structure</th>
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<th>Room</th>
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<tr>
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<td>October 31, 2018</td>
<td>09:00 – 12:00</td>
<td>UvA M2.12</td>
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<td>November 07, 2018</td>
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<td>November 28, 2018</td>
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<td>VU WN-R231</td>
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<td>December 05, 2018</td>
<td>09:00 – 12:00</td>
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Literature

The literature for this course will consist of selected research articles and book chapters in the field. In addition to the prescribed
readings for each week, students will actively search for additional relevant articles and there will be possibilities to compile a longer list of additional readings for those students interested in certain topics in pursuing this line of enquiry as part of their own research.