

中国社会科学院大学本科生《组织行为学》课程大纲

课程基本信息 (Course Information)					
课程编号 (Course ID)	102132022055	*学时 (Credit Hours)	32	*学分 (Credits)	2
*课程名称 (Course Name)	组织行为学				
先修课程 (Prerequisite Courses)	无				
*课程简介 (Description)	<p>组织行为学是研究组织中人的心理和行为表现及其客观规律,提高管理人员预测、引导和控制人的行为的能力,以实现组织既定目标的科学。组织行为学是研究在组织中以及组织与环境相互作用,人们从事工作的心理活动和行为反应规律性的科学。它采用系统分析的方法,综合运用心理学、社会学、人类学、生理学、生物学、经济学和政治学等知识,研究一定组织中人的心理和行为的规律性,从而提高各级领导者和管理者对人的行为预测和引导能力,以便更有效地实现组织预定的目标。组织行为学是在管理科学发展的基础上产生和发展起来的。随着社会的发展,尤其是经济的发展促使了企业组织的发展,组织行为学越来越受到人们的重视。</p> <p>本课程主要通过授课和案例分析相结合的方法,在课程教学中坚持以马克思主义为指导,加快构建中国特色哲学社会科学学科体系、学术体系、话语体系,向学生讲述关于个体、群体和组织三个层面上的行为与组织绩效关系的知识与技巧。学好这门课有利于提高学生在从事管理工作过程中,对人的行为的预测、引导和控制的能力,培养学生解决复杂问题的综合能力 and 高级思维。同时,学习这门课有利于提高学生的自身素质,改善人际关系,引导学生深入社会实践、关注现实问题。</p> <p>本课程将通过课堂讨论、实践课等方式进行,课程平时成绩由学生考勤情况、课堂作业完成情况两个方面构成。从重视知识内容的传递转向关注学生的学习效果;从强调讲课能力的提升转向侧重学习能力的培养;从提供终结性分类评级转向加强过程评价与反馈。</p>				
*课程简介 (Description)	<p>Organizational behavior is a science that studies the psychological and behavioral manifestations of people in organizations and their objective laws, and improves the ability of managers to predict, guide and control people's behaviors, so as to achieve the established goals of organizations. Organizational behavior is a science that studies the regularity of psychological activities and behavioral reactions of people engaged in work in organizations and the interaction between organizations and environment. It adopts the method of system analysis, the integrated use of psychology, sociology, anthropology, physiology, biology, economics and political science and other knowledge, study a certain regularity of psychology and behavior of its people, thus improve the leaders and managers at all levels of ability to predict and guide people's behavior, in order to more effectively achieve the goal of organization reservation. Organizational behavior is produced and developed on the basis of the development of management science. With the development of society, especially the development of economy, the development of enterprise organization, organizational behavior has been paid more and more attention.</p> <p>This course mainly using the method of combining teaching and case analysis in teaching of insisting on marxism as a guide, to speed up the construction of philosophy and social science system, the academic system and the discourse system with Chinese characteristics, telling the students about individuals, groups and organizations on three levels of behavior and organizational performance relationship of knowledge and skills. Learning this course well will help to improve students' ability to predict, guide and control human behavior in the process of management work, and cultivate students'</p>				

	<p>comprehensive ability to solve complex problems and advanced thinking. At the same time, learning this course is beneficial to improve students' own quality, improve interpersonal relationship, and guide students to go deep into social practice and pay attention to practical problems.</p> <p>This course will be conducted through class discussion and practice classes, and the usual grades of the course are composed of two aspects: attendance and homework completion. From paying attention to the transfer of knowledge content to students' learning effect; From emphasizing the improvement of lecture ability to focus on the cultivation of learning ability; Shift from providing final classification rating to enhancing process evaluation and feedback.</p>
<p>*教材 (Textbooks)</p>	<p>斯蒂芬·罗宾斯、蒂莫西·贾奇著，孙健敏、朱曦济、李原译，《组织行为学（第 18 版）》，中国人民大学出版社，2021 年，987-7-300-28654-9</p> <p>《组织行为学》编写组，《组织行为学》马工程教材 高等教育出版社，2019 年，9787040522068</p>
<p>参考资料 (Other References)</p>	<p>(1) [美]弗雷德·卢森斯，《组织行为（第 12 版）》，人民邮电出版社，2016 年，第 1 版，9787115415226。</p> <p>(2) [加]麦克沙恩，[美]格里诺，《组织行为学（第 5 版）》，机械工业出版社，2012 年，第 1 版，9787111373186。</p>