

PHDBA 259A: RESEARCH IN MICRO-ORGANIZATIONAL BEHAVIOR FALL 2022

Time: Thursdays 12-3 pm
Location: C337

Syllabus Link: <https://tinyurl.com/syllabusMORSPHD2022>
Readings Link: <https://tinyurl.com/readinglistMORSPHD2022>
Course Website Link: <https://bcourses.berkeley.edu/courses/1515675>

PROFESSORS

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All office hours by appointment. Please email us to schedule office hours.

COURSE OUTLINE

| Week | Date | Topic |
|------|---------|--|
| 1 | Aug 25 | Intro Session (review syllabus, expectations, etc.) |
| 2 | Sept 1 | Decision Making and Negotiation - Laura Kray |
| 3 | Sept 8 | No Class - EGAL Research Gathering |
| 4 | Sept 15 | Topic TBD - Dana Carney |
| 5 | Sept 22 | Interpersonal Comparison and Overplacement - Don Moore |
| 6 | Sept 29 | Gender - Laura Kray |
| 7 | Oct 6 | Organizational Culture and Group Norms - Jenny Chatman |
| 8 | Oct 13 | Rationality and bias - Don Moore |
| 9 | Oct 20 | Conversation and Communication - Juliana Schroeder |
| 10 | Oct 27 | Mind & Person Perception - Juliana Schroeder |
| 11 | Nov 3 | Prejudice & Discrimination - Drew Jacoby-Senghor |
| 12 | Nov 10 | Social Hierarchies - Sa-kiera Hudson |
| 13 | Nov 17 | Intersectionality - Sa-kiera Hudson |
| 14 | Nov 24 | No Class - Thanksgiving |
| 15 | Dec 1 | Final presentations |
| 16 | Dec 8 | Career discussion |

COURSE OVERVIEW/DESCRIPTION

This course examines theory and empirical research in major topic areas of micro organizational behavior. The topics and reading list represent our attempt to balance a number of factors and to expose you to a variety of theoretical perspectives. Thus, we read broad overview articles, as well as position, theory, and empirical papers. There is a blend of classic articles, more recent cutting edge research, and articles drawn from social psychology. A number of methodological approaches are represented as well.

To enroll in this course, you should either be a Ph.D. student in Management of Organizations (MORS) at Haas or have taken an advanced seminar in social psychology or sociology and be familiar with theory and research. This is not an applied course and is not recommended for students interested in applied issues.

COURSE REQUIREMENTS AND GRADING

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|--|-----|
| A. Class Participation: clear and creative contributions to the discussion | 25% |
| B. Opinion Papers: one for each content week (10 total) | 30% |
| C. Final Presentation of idea that reflects the paper | 20% |
| D. Final Paper based on original ideas presented | 25% |

A. Class participation is worth 25% of your grade, based on: (1) active engagement in classroom discussions and (2) appropriate building and give-and-take with colleagues and professors.

Your primary assignment in this course is to be **actively** engaged in class discussions and to immerse yourself into the field of organizational behavior. Thus, vigorous seminar participation, including developing and articulating informed views on topics and constructively contributing to others' thinking and work in the seminar, are central requirements of the course. More specifically:

1. **Active engagement in classroom discussion.** Each of you should complete and be prepared to discuss *all* the required readings for each class session. The essence of this seminar is contained in the quality of the classroom discussion. As you read each paper you might want to consider the following issues:
 - What is the basic formulation of the theory (constructs and relationships among them), and what drives the theory?
 - What are the underlying assumptions?
 - What is the main contribution of this paper? What are the interesting ideas?
 - What did the author(s) do well and do poorly?
 - Do you believe his or her arguments? What would it take to convince you?
 - What are the boundary conditions of the argument, in other words, under what circumstances does the argument apply and not apply?

- What are the critical differences between this author's argument and others you have read? Can these differences be resolved through an empirical test? What would that study look like?

And, for empirical papers, you might also consider:

- Does the research design make sense given the research question?
- Does the research design allow you to rule out alternative hypotheses?
- How are the variables operationalized, and is this consistent with the theory?
- Are the data analyzed and interpreted effectively?

Finally, we will provide preparation questions for each class when possible. You should give serious thought to these questions prior to each class as well as any ideas for making theoretical and empirical contributions in the particular area.

B. Opinion (critique) papers, one for each week of content, are worth 30% of your grade (3% for each of 10 papers).

Papers are due by 5 pm on the day before class and should be submitted electronically on bCourses.

Each paper should be 2 pages long (double-spaced). In these papers, you can address one or more of the following topics: 1) critique one or more of the weekly readings, 2) develop an important theme by integrating across readings, and/or 3) propose a novel hypothesis that could be empirically tested (something not already known or immediately obvious to researchers in OB or psychology). These papers may serve as foundations for your larger research paper but do not necessarily need to do so.

C. Final presentation is worth 20% of your grade.

Please make a ~15 minute presentation that explains your final paper idea (depending on how many students are in the class). Some, if not much, of this time will be discussion and questions with the class. We will help you refine your idea so that it will become your final paper.

D. Final paper is worth 25% of your grade.

Please prepare a 5-10 page paper integrating a field of research and highlighting a new research question (e.g., adding new knowledge or bringing a new perspective to old findings within the field). You should include a set of formal propositions/hypotheses that lay out your theoretical predictions. Take the paper as far as possible in terms of developing a research design and possible empirical test of the ideas. Your paper is due on the last day of class. You will be expected to incorporate the comments (into your paper) from your presentations.