

# Syllabus

## Organizational Culture

Course Name	Course type (credit/hours)		전선(3/3)		Course code	
	Target students Division/major/grade		/		Opening semester	2017년 1학기
	Class time and classroom		수5(다110) 수6(다110) 수7(다110)(다110)			
Reference to this course	Related basic courses					
	Recommended concurrent courses					
	Related advanced courses					
Instructor	Name (title/division)		조영호 (교수/경영대학 경영학부)			
	Office Room Number		Office phone Number	2714	e-mail	choyho@ajou.ac.kr
	Office hours		Homepage address			
Teaching Assistant	Name (title/division)					
	Office Room Number		Office phone Number		e-mail	

### 1. Introduction

1. This class deals with the cultural phenomenon of organizations, particularly business firms. Business firms could not be understood as simple instruments of economic activities, but as communities pursuing self-defining visions and values, even showing religious characteristics.

2. In this volatile, uncertain and changing era, learning or human resource development become one of key issues for the competitiveness of organizations. So special emphasis is placed on the developmental aspect of organizational culture.

### 2. Course Objectives

### 3. Class types and activities

#### 4. Teaching Method

1. Seminar Type : In each session students are asked to pre-study materials and present it, and a general discussion follows.
2. Field Study : A team project is required to investigate organizational cultures in the real field, using culture assessment tools. For example, cultural difference across industries; Organizational culture difference between different national cultures; Subcultures within a multi-business company.
3. Term Paper : Each student is asked to choose a research topic and propose a research proposal including literature review and empirical methodology.

#### 5. Knowledge and ability required for taking this course

#### 6. Method of Evaluation

Evaluation Item	The Number of Times	Evaluation Proportion	Remarks
Attendance			
midterm exam			
final exam			
quiz			
presentation			
discussion			
homework			
etc			

Evaluation :

1. Test #1 : 20%
2. Test #2 : 20%
3. Field Study : 25%
4. Term Paper: 25%
5. Overall Participation : 10%

\*Subject to modification based on students feedback.

## 7. Textbooks

Main/Sub	Title	Writer	Publisher	Publication year
주교재	[Book 1] Diagnosing and Changing Organizational Culture, 3rd.	Cameron & Quinn	Jossey-Bass	2011
주교재	[Book 2] Organizational Culture and Leadership, 5rd ed.	E. Schein	Wiley&Sons	2017
주교재	[Book 3] An Everyone Culture	R. Kegan & L.L. Lahey	Harvard. B-School Publishing	2016

## 8. Lecture Schedule

Week	Lecture contents	Lesson type	Remark
1	Introduction & Overview		
2	[Book 1] Chaps. 1 – 3		
3	[Book 1] Chaps. 4 – 7		
4	Test #1 and Team Project Proposal		
5	[Book 2] Chaps. 1 – 4		
6	[Book 2] Chaps. 5 – 7		
7	[Book 2] Chaps. 8 – 10		
8	Mid-term Exam. Period (Team Project)		
9	Team Project Presentaion (Final)		
10	[Book 2] Chaps. 11 – 13		
11	[Book 2] Chaps. 14 – 17		
12	Test #2 and Term Project Proposal		
13	[Book 3] Chaps. 1 – 3		
14	[Book 3] Chaps. 4 – 5		
15	[Book 3] Chaps. 6 – 7		
16	Term Project Presentation (Final)		

9. Others

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