

NATIONAL UNIVERSITY OF SINGAPORE
NUS Business School
Department of Management and Organisation

MNO3313J: Topics in M & HC: Employee and Organisational Misbehaviors

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Session : Semester 2, 2014/2015

Course Objectives

The main objective of this course is to examine the often neglected darker side of the organisation i.e., deviant and unethical behaviors at the workplace. We will also discuss the issues of organizational misconduct and corporate ethics. Both the employee and organization will be the subjects of our analysis. The course is aimed at providing an understanding and analysis of deviant behaviours, corporate wrongdoing and organizational ethics.

Some of the questions this course attempts to address include: (i) why do people engage in deviant/unethical behaviours; (ii) why do organizations engage in deviant/unethical behaviours; (iii) do men and women engage in similar deviant/unethical activities; (iv) the role of corporate practices in preventing these behaviors. Various theories of crimes and sociological perspectives on deviant behaviours will be reviewed in this course.

Assessment Methods

Term project: 30%

Individual article contribution: 15%

Class Participation, Research Participation, Attendance and Punctuality: 20%

Reflection Journals: 15%

Pop Quizzes: 20%

Topics to be covered include:

Overview of Deviant and Unethical behaviors

Biological underpinnings of deviance

Why do people engage in deviance and unethical behaviors? The role of individual differences

Why do people engage in deviance and unethical behaviors? The role of situation

Employee Theft

Personnel Selection: Honesty & Integrity Tests

Lying at the workplace

Managing Employee Discipline

Prosocial & Organizational Citizenship Behaviors

White Collar Crimes

Whistle-Blowing