

**National University of Singapore
NUS Business School
Department of Management and Organization**

MNO4313H Seminars in Management and Human Capital: Job Attitudes

Session: Semester 2, AY2014/2015
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Course Description

This module will involve studying the range of attitudes that individuals have toward their jobs and organization, including job satisfaction, engagement, commitment, and other related topics. It will be an advanced module in that reading the scientific evidence will be part of the requirements.

Course Objectives

Students will understand the determinants of job attitudes, the measurement of such attitudes, and the outcomes of such attitudes. They will be able to “take away” a practical set of knowledge and skills necessary if ever needed to assess attitudes in an organizational context.

Major topics to be covered:

This course will involve two major components. First, there will be a theoretical examination of the extant scientific knowledge concerning job attitudes, covering a full range of relevant attitudes: job satisfaction, job engagement, job and organizational commitment, and other related concepts. Students will learn how to measure job satisfaction and other attitudes, how to diagnose contributing factors to these attitudes, and how to predict the organizationally relevant outcomes from such attitudes.

Second, there will be a field component of this class where students will be asked to interview and survey individuals in various organizations to understand the “realities” of the concepts presented. It is anticipated that after conducting surveys of different attitudes, students will be asked to code and upload the survey information and conduct correlational analyses to determine empirically the various associations between the attitudes assessed and reported job and organizational outcomes.

Teaching mode

The teaching mode will be through lectures, and field work.

Assessments (100% Continuous Assessments):

(i)	Individual Reaction Papers	30%
(ii)	Individual Essays	30%
(iii)	Individual Research Projects	40%

Readings:**(a) Compulsory reading:**

Brief, A. P. (1998). *Attitudes in and Around Organizations*. Sage Publications.

Judge, R. A., & Kammeyer-Mueller, J. D. (2012). Job Attitudes. *Annual Review of Psychology*, 63, 341-367.

Hulin, C. L. & Judge, T. A. (2003). Job Attitudes. Chapter 11 in Bornman, W.C., Ilgen, D. R., & Klimoski, R. J. *Handbook of Psychology*, Vol 12, 255-275. John Wiley and Sons.

(b) Supplementary reading:

Judge, T. A., Parker, S., Colbert, A. E., Heller, D. & Ilies. Job Satisfaction: A Cross-Cultural Review. In Anderson, N., Ones, D.S., Sinagangil, H.K., & Viwesvaran, C. *Handbook of Industrial, Work and Organizational Psychology*. Sage Publications.