

**Module:** MNO3313J Employee and Organisational Misbehaviours

**Semester 2, AY2015/2016**

**Module Instructor & Coordinator:** Professor Vivien Lim

**Module Description:**

The main objective of this course is to examine the dark side of organizational behaviour i.e., employee misbehaviours. We will also discuss the issue of organizational misconduct and malfunctioning. Both the employee and organization will be the subject of our analysis.

Some of the questions this course attempts to address include: (i) why do people engage in employee misbehaviours; (ii) do these behaviours have biological/situational underpinnings? (iii) what are some of the misbehaviours committed by employees and organizations? (iv) why do organizations engage in misconduct?, v) what is the role of corporate practices and technology (e.g., WikiLeaks) in facilitating/preventing these behaviours. Topics which will be discussed include factors motivating misbehaviours, employee theft, cyber misbehaviours, lying, whistle-blowing, white-collar crime, and corruption among others.

**Learning Outcomes:**

- 1) Understand the nature of employee and organizational misbehaviours
- 2) Examine the factors and processes underlying dysfunctional behaviours in organizations
- 3) Examine the interplay of individual and organizational factors in shaping employee and organizational misbehaviours
- 4) Examine the impact of business environment on organizational misbehaviours

**Modes of Teaching and Learning:**

Lectures, discussion, case studies, videos, regular quizzes

**Syllabus:**

- 1) Role of personality and individual differences
- 2) Role of situational Factors: Power and Status
- 3) Rationalising away your sins: Why do good people do bad things?
- 4) Impact of Information technology on workplace deviance: Cyberloafing & cyber incivility
- 5) Academic Cheating
- 6) Lying at work
- 7) White collar Crime
- 8) Corruption

**Readings:**

Compulsory/recommended reading:  
List of journal articles

**Assessment (%):**

Term project:	30%
Individual article contribution:	15%
Class, Attendance and Punctuality:	20%
Reflection Journals:	20%
Weekly Pop Quizzes/test:	15%

**ACADEMIC HONESTY & PLAGIARISM**

Academic integrity and honesty is essential for the pursuit and acquisition of knowledge. The University and School expect every student to uphold academic integrity & honesty at all times. Academic dishonesty is any misrepresentation with the intent to deceive, or failure to acknowledge the source, or falsification of information, or inaccuracy of statements, or cheating at examinations/tests, or inappropriate use of resources.

Plagiarism is 'the practice of taking someone else's work or ideas and passing them off as one's own' (The New Oxford Dictionary of English). The University and School will not condone plagiarism. Students should adopt this rule - You have the obligation to make clear to the assessor which is your own work, and which is the work of others. Otherwise, your assessor is entitled to assume that everything being presented for assessment is being presented as entirely your own work. This is a minimum standard. In case of any doubts, you should consult your instructor.

Additional guidance is available at:

<http://www.nus.edu.sg/registrar/adminpolicy/acceptance.html#NUSCodeofStudentConduct>

Online Module on Plagiarism:

<http://emodule.nus.edu.sg/ac/>

**Pre-requisite:**

NIL

**Preclusion:**

NA