

MAN6930: Motivation, Attitudes, & Leadership

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Office hours by appointment

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Mod 1: Motivation and Attitudes; Mod 2: Leadership and Personality

As Arranged (Wednesday and Friday 1 – 4; 8 weeks)

8/24, 9/7, 9/9, 9/14, 9/16, 9/21, 9/23, 9/28, 9/30;

10/19, 10/21, 10/26, 10/28, 11/2, 11/4,

Presentations TBD week of 11/28

Course Description: This is a Ph.D. seminar in motivation, attitudes, leadership, and personality. These topics could each involve a dedicated year of study, but we have one semester for all of them. Rather than staying at the surface, we'll focus selectively on a number of narrower topics. In addition to the topic content, we will have extensive discussion on publishing in management. My objectives for this course include: 1) developing a base of knowledge in the area of motivation, job attitudes, and leadership 2) developing students' abilities to design, conduct and publish high quality research.

Ground Rules:

1. Everybody reads it all and is prepared to discuss. Pop quizzes may be given and will be used as input to the participation grade.
2. For each article, be well prepared to do the following. It would be my STRONG suggestion that you prepare a written response (1 page) as a way to clarify your thinking. But, do not restrict yourself to only these items.
 - a. Summarize the article in 25 words your neighbor could understand?
 - b. In another 25 words, explain why this research matters.
 - c. Assess the match between research question and design.
 - d. What is this article's unique contribution to theory?
 - e. What is the unique empirical contribution of this article?
 - f. What study would you design next based on this article?
 - i. A study to challenge the results
 - ii. A constructive replication
 - iii. A next step in the conversation on this topic
 - g. How does this article add to the conversation about performance and wellbeing at work?
 - h. Is this a conversation that should be extended?
 - i. How might you change the direction of this conversation?
3. Most weeks there will be a more specific discussion guide, to include specific topics you should be prepared to discuss and questions you should be prepared to answer, as well as assignments to be completed before class.

4. This is a safe environment where ideas can be tested, opinions are respected, and confusion is expected from time to time. It is your responsibility to speak, listen, question, and move the class discussion forward in a meaningful way. This is your class. Take full ownership and get the most you can from our time together.

Grades are based on the following:

1. Engagement, preparation, participation
 - a. Discussion Leader
 - b. Contribution to Discussion
2. Mini-proposals (Mod 1 X 3)
3. Research proposal due at end of semester (11/28)
4. Reviews (X 2): You will be assigned to write a 1-2 page review of each of your classmates' research proposals. (11/30)

Mini-Proposal (3 each). Based on the readings for the day, one student will prepare a mini proposal that describes a research idea (research question, theory, and basic design) relevant to the topic of the Day. Mini proposals will be about 2-3 pages long.

Research Proposal (Mod 2): Each student will prepare a major research proposal on a topic related to the class (loosely). This proposal is for original empirical research (recycling other class papers is not acceptable) that is theoretically based and could plausibly be conducted by you immediately following course completion. The manuscript will model an AMJ paper with an introduction, theory, method section, analytical approach, and a brief discussion focused ONLY on the limitations of your design. Proposals should be about 20 – 25 pages long, not including references, tables, or figures, double spaced, Times New Roman 12-point font. Except that it will not include results or a full discussion, the research proposal should be finely polished, carefully copyedited, and ready for submission to a journal. Research proposals are due November 28 and will be presented that week (time and place to be determined).

Research proposal review (2 each): Each student will provide a “review” as if you were a journal reviewer for each of your classmates proposals (up to 2), so that each student will get feedback from 2 peers (and from me). See AMJ Reviewer resources and Campion article in Personnel Psychology (resource folder). <http://aom.org/Publications/AMJ/AMJ-Reviewer-Resources.aspx>

Discussion Leader: Each student will be a discussion leader once: motivation; attitudes; leadership. The discussion leader is responsible for the overview articles on our first day of the topic (September 14 Motivation; September 28 Attitudes; and Leadership October 26). You are responsible for organizing and leading the discussion this day on the general topic (overview articles). Basically you are in charge of the class this day and you need to have it be engaging and interactive. You may present students with a discussion questions or “small assignment” at least one week before your session. You may, but are not required to bring in new material. It is not required, but helpful to present some type of organizing model or theoretical framework by which to discuss the overview content (may be yours, might be from an article).

Course Topics: Readings will be posted by the prior class session in dropbox.

		Discussion Leader	Mini Proposal
9/7	Publishing in the Organizational Sciences		
9/14	Motivation I: Overview and Classics	Benny	F:Val
9/21	Motivation II: Contemporary Theories		W:Stan; F: Benny
9/28	Attitudes I: Overview, Classics & Social Exchange	Val	F: Stan
10/19	Attitudes II: Stress; Wellbeing; Resources		W:Benny; F: Val
10/26	Leadership I: Leadership Behavior	Stan	F: Benny
11/2	Leadership II: Relational, Power/Influence (Wednesday) Personality (Friday)		W: Stan F: Val
11/28	Paper Presentations/Peer Reviews		