

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

Session: Semester 2, AY2017/2018

Instructor: Professor Vivien Lim

Module Description:

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.

Learning Outcomes:

- 1) Understand why employees and organizations engage in misbehaviors
- 2) Examines the role of individual, organizational and cultural factors in triggering misbehaviors

Modes of Teaching and Learning:

Lectures, group activities, case studies, videos and experiential exercises

Syllabus:

Topics which will be covered:

Role of biology & situation in misbehaviors
Greed and self-interest
Why do good people do bad things? The role of neutralization
Lying at the workplace
Academic cheating
Impact of information technology on misbehaviors (cyberloafing, cyber incivility)
White collar crimes
Whistle-blowing

Readings:

(a) Compulsory/recommended reading:

Sample of readings:

Griffin, R.W. & O'Leary-Kelly, A.M. (2004) An introduction to the dark side. In R.W. Griffin & A.M. O'Leary-Kelly (Eds.) **The Dark Side of Organizational Behavior**. Jossey-Bass. San Francisco: CA. p 1-20.

Wang, L. & Murnighan J.K. (2011) On Greed. **The Academy of management Annals**. Vol. 5., 1, 279-316.

Wang, L., Malhotra, D., & Murnighan, J.K. (2011) Economics education and greed. **Academy of Management Learning & Education**. 10, 4, 643-660.

Piquero, N.L. & Moffitt, T.E. (2014) Can Childhood Factors Predict Workplace Deviance?, **Justice Quarterly**, 31:4, 664-692, DOI: 10.1080/07418825.2012.661446

Hoeve, M., Stams, G. J. J. M., van der Zouwen, M., Vergeer, M., Jurrius, K., Asscher, J.J. (2014) A Systematic Review of Financial Debt in Adolescents and Young Adults: Prevalence, Correlates and Associations with Crime. **PLOS One**, August, Volume 9 (8), e104909-e104909.

Bowles, H.R. & Gelfand, M. (2010). Status and the evaluation of workplace deviance. **Psychological Science**. 21,1, 49-54.

Lim, V.K.G. and See, S.K.B. (2001) Attitudes towards and intentions to report academic cheating in Singapore. **Ethics and Behavior**, Vol 11(3), 261-274.

Lim, V.K.G. (2002) The IT way of loafing on the job: cyberloafing, neutralizing and organizational justice. **Journal of Organizational Behavior**. 23: 1-21.

Lim, V.K.G. & Teo, T.S.H. (2009) Mind your E-Manners: Impact of cyber incivility on employees' work attitudes and behaviors. **Information and Management Journal**. 46, 419-425.

Lim, V.K.G. & Teo, T.S.H. (2005) Prevalence, perceived seriousness, justification and regulation of cyberloafing in Singapore: An exploratory study. **Information & Management Journal**. 42(8), 1081-1093.

Wagner, D.T., Barnes, C.M. Lim, V.K.G. & Ferris, D.L. (2012) Lost sleep and cyberloafing: Evidence from the laboratory and a Daylight Saving Time quasi-experiment. **Journal of Applied Psychology**, 97, 1068-1076.

Yap, A.J., Wazlawek, A.S., Lucas, B.J., Cuddy, A.J.C., & Carney, D.R. (2013) Amy J. C. Cuddy and Dana R. Carney. The ergonomics of dishonesty: The effect of incidental posture on stealing, cheating, and traffic violations. OnlineFirst, published on September 25, 2013 as doi:10.1177/0956797613492425 **Psychological Science**.

van Kleef, G.A., Oveis, C., van der Lowe, LuoKogan, A., Goetz, J., & Keltner, D. (2013) Power, distress & compassion: Turning a blind eye to the suffering of others. **Psychological Science**. Vol. 19 (12), 1315-1322.

Zhong, B.C. & Liljenquist, K. (2006) Washing away your sins: Threatened morality and physical cleansing. **Science**, 313, 1451.

(b) Supplementary reading: NIL

Assessment Methods

Term project: 30%

Individual article contribution: 15%

Class, Research Participation, Attendance and Punctuality: 20%

Reflection Journals: 20%

Pop Quizzes: 15%

Pre-requisite:

MNO1001: Management & Organization or equivalent

Preclusion:

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/>