

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

**MNO 3313J/MNO3761A: Employee & Organizational Misbehaviors**

Instructor : Professor Vivien Lim (MR Building, #08-43)  
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Session: Semester 2, AY 2022/2023; Mondays 8.30-11.30 am

**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, Research Participation, Attendance and Punctuality: 20%  
Reflection Journals: 25%  
Pop Quizzes: 10%

**Academic Integrity**

You must acknowledge all references and sources used. This is not only good manners but also academic honesty. Please note the NUS Business School policy below:

“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/>