

# Engaging Undergraduates in RESEARCH and INQUIRY: A Scholarly Dialogue

## MGMT121: Organizational Behavior (Research Project)

### Course Instructor/Project leader

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### Project/Course Objectives

The research project aims to train students:

- (1) to be critical and creative thinkers
- (2) to be effective team members and leaders
- (3) to work effectively in multicultural / diverse context
- (4) to foster their love for learning
- (5) to enhance students' oral and written English communication skills
- (6) to provide students with in-depth knowledge in organizational behavior and research work
- (7) to apply the knowledge to solve organizational behavior issues.

### Inquiry Based Learning Activities

- Students were assigned to work with fellow students from diverse backgrounds of ethnicity, gender, and major.
- Students conducted a review of the research literature on a given organizational behavior topic (e.g., how team diversity affects work performance, how performance feedback affects motivation).
- Each group then conducted their literature search independently and completed a progress report, based on the detailed feedbacks provided by the instructor.
- Each group gave a 15-minute presentation followed by a 5-minute Questions & Answers session
- Each group also completed a 10-15-page final report.



### How did you assess the effectiveness of students' learning?

Students' learning outcome is assessed by several components:

(1) Progress report, (2) Presentation—Content (clarity in presenting organizational behavior concepts, ability in analyzing the research literature, ability in connecting research ideas to practice), overall structure (coordination among group members, organization of ideas, quality of visual aids), and presentation skills (effectiveness in communicating ideas, ability in addressing audiences' questions), (3) Final report—Content, overall structure, and writing, and (4) Peer evaluation—Each member would evaluate each other in terms of their contributions. They also provided each other feedbacks towards the end of the semester for future improvement.

### What were the major outcomes of this project/course? Do they match with your objectives?

- 1) The research project enhanced students' critical thinking ability and their knowledge about organizational behavior research.
- 2) Overall, students have shown great independence in analyzing and integrating research findings.
- 3) They were also extremely creative in presenting their ideas. E.g. movies, skits and game show.
- 4) Most students have also learned to work effectively in multicultural/diverse contexts and enhanced their communication skills. More importantly, it also helped foster students' love for learning.