OBTC 2016 at Walsh University
June 8th – 11th, 2016

Submission Template

SUBMISSION GUIDANCE

*Remove all identifying properties from this document *
* All files must be saved in PDF format *
Please include ALL supplementary text at the end of this document
Only one document should be submitted

1) Title, Abstract & Keywords

Proposed Title:

Teaching Students about the Working Poor

Abstract:

The concept of the working poor is largely overlooked in organizational behavior research while the ranks of the working poor are increasing. Limited research that does exist questions basic assumptions we have about motivation, perceptions, and behavior among the working poor. What should we teach our students about the working poor in light of this emerging research? This session builds on a session at OBTC 2015 and offers suggestions to management educators who want to introduce future leaders and managers to this emerging topic through use of the SNAP Challenge tailored to OB concepts.

Key Words:

Organizational Behavior, working poor, pedagogy, class activity, experiential learning, motivation, perceptions.

2) Format
    ___ Activity or exercise
    ___ Roundtable discussion (60 minute only)
     X General discussion session

2a) For activities and exercises only, is yours best suited for
    ___ A traditional classroom
    ___ An online class
    ___ Either

2b) For activities and exercises only, is yours best suited for
    ___ Undergraduate students
    ___ Graduate students
    ___ Either

3) Time Requested:

    __ 30 Minutes
    _X_ 60 Minutes (*Roundtables must select 60 minutes*)
    __ 90 Minutes

4) Planning Details:

No other equipment would be required for this session.

5) Teaching Implications:
What is the contribution of your session to management pedagogy/andragogy? Specifically, please include your learning objectives, and describe what management and/or teaching topics are relevant to your session, and why. Also, include theoretical, disciplinary, or theoretical foundations that will help reviewers understand how your ideas fit within the broader field of management.

This session has significant teaching implications. By all accounts, the population of those considered "working poor" is increasing. The crossroad of low-wage work and poverty affects work-related behaviors and outcomes. Traditional agentic behaviors at work, upon which most management educators build their pedagogy, seldom apply to the working poor. This topic is essentially ignored in management education (Leana & Meuris,2015; Leana, Mittral & Stiehl, 2012). This session will they can draw to introduce students to new and emerging thought with respect to how they might plan, organize, lead, and control work tasks that are assigned to the working poor.

The learning objectives of this session are as follows:

1. Heighten awareness of the influence of poverty on work attitudes and behaviors
2. Invite reflection regarding the theories from which we draw when we develop teaching and learning activities in organizational behavior
3. Introduce management practices and supervisory skills associated with the working poor that educators can teach their students
4. Relate experiences with altering the SNAP challenge (Dr. Kim Gowar's session at OBTC 2015) to introduce basic concepts of the working poor to students in an Organizational Behavior class

6) Session Description and Plan:

What will you actually do in this session? If appropriate, please include a timeline estimating the activities will you facilitate: how long will they take, and how will participants be involved? Please remember that reviewers will be evaluating how well the time request matches the activities you'd like to do, and the extent you can reasonably accomplish the session's goals. Reviewers will also be looking for how you are engaging the participants in the session.

1. (5 minutes) Session overview
2. (5 minutes) Overview of OB and the Working Poor—Why Should We Care
3. (10-15 minutes) Set up key takeaway: The traditional theories we teach students do not apply to the working poor according to emerging data. We need to provide students with new information so they can succeed as future leaders and managers of their employees who may be among the ranks of the working poor
4. (25 minutes) Introduce session participants to student experiences associated with the altered OB-specific SNAP Challenge experience developed as a result of OBTC 2015
5. (10 minutes) Debrief/questions/comments

7) Application to Conference theme:

How does your session fit with the overall OBTC theme of *United in Service*?

This session will help management educators encourage students to "think beyond" the textbook to broaden their understanding of what it means to lead and manage those who are working (often full-time) yet still living in poverty: How do we lead and manage those individuals so that we are not providing a disservice to them?

8) Unique Contribution to OBTC:

Have you presented the work in this proposal before? If so, how will it be different? Is this proposal under current review somewhere else? If so, please explain. How will your proposal be different for the OBTC conference?

This work has not been presented at other conferences; however, it is the subject of an article being developed for Management Teaching Review.