



## Course syllabus

Faculty of Health and Life Sciences

Department of Psychology

1PS300 Tvärkulturell organisationspsykologi: En upplevelsebaserad approach, 7,5 högskolepoäng

Organizational Psychology across Cultures: An Experiential Approach, 7.5 credits

### **Main field of study**

Psychology

### **Subject Group**

Psychology

### **Level of classification**

First Level

### **Progression**

GIN

### **Date of Ratification**

Approved by Faculty of Health and Life Sciences 2017-11-06

The course syllabus is valid from spring semester 2018

### **Prerequisites**

General entry requirements and English B (Field-specific entry requirements 2/A2).

## Objectives

After completing the course the student should be able to:

- Explain the meaning of culture and exemplify cultural differences from personal experience
- Describe how cultural differences affect behaviour in organizations, particularly in the areas of leadership, diversity and discrimination, psychosocial work environment, work motivation, job satisfaction, conflict behaviours, decision making procedures and management strategies
- Discuss some of the challenges and possible strategies to deal with cultural differences in multinational organizations

## Content

Culture and cross-cultural Psychology

- What is special about Swedish culture?
- The role of music and nature in Swedish culture; an experiential approach
- Globalization as a threat and a challenge for organizations
- Introduction to Cross-cultural Organizational Psychology
- Determinants of Job and Life Satisfaction in different parts of the world
- Psychosocial work environment
- Diversity and discrimination
- An ageing work force; opportunities and challenges
- Recruitment; policies and strategies

- Conflicts and conflict management
- Motivation and performance
- Leadership and coaching in different situations
- Organizational strategies to deal with cultural differences in multinational organizations; comparative analysis of selected cases
- Integration and summary: the role of culture for organizational behaviour

## Type of Instruction

Teaching is done through classroom lectures, three mandatory seminars, excursions, study visits and small group interactions.

## Examination

The course is assessed with the grades A, B, C, D, E, Fx or F.

A is the highest rating step, the remaining ratings follow in descending order, where E grade is the lowest grade in order to pass the course. F rating means that performance is deemed insufficient (fail). Examination takes place continuously through two written reports from excursions and study visits, one seminar paper that discusses the contents of an article, and through an integrating final paper where the students suggest and justify an empirical study of relevance for the contents of this course. The grading is an aggregate of the results of those activities; the graded grade (A through F) is determined by the performance on the written assignments (the two reports, the seminar paper and the final paper).

## Course Evaluation

A course evaluation will be carried out during the course or soon after. The result and the analysis of the course evaluation will be communicated to the students who have completed the course and presented to those who take the course the next time it is given. The course evaluation is anonymous.

## Required Reading and Additional Study Material

Silverthorne, C: *Organizational Psychology In Cross-Cultural Perspective*, 2005, New York University Press, 343 pages, ISBN 10: 0814740065, ISBN 13: 9780814740064.

Articles and other texts that are provided electronically or searched for by the student according to the instructions in the course, appr 300 pages.