



Course syllabus

School of Business and Economics

Department of Organisation and Entrepreneurship

2FE411 Organisationsutveckling, 7,5 högskolepoäng

Organizational Development, 7.5 credits

Main field of study

Business Administration

Subject Group

Business Administration

Level of classification

First Level

Progression

G2F

Date of Ratification

Approved 2015-05-13

Revised 2021-06-16 by School of Business and Economics. Revision of the set of examination, examination and update of standard texts.

The course syllabus is valid from spring semester 2022

Prerequisites

Business Administration 60 credits, of which at least 15 credits Organization, or the equivalent.

Objectives

After completing this course the student should be able to:

- account for organizational change and innovation from a Human Resource Management perspective
- account for theories surrounding planned and unplanned change and innovation from a Human Resource Management perspective
- problematize ideas concerning planned and unplanned change and innovation from a theoretical and practical Human Resource Management perspective
- problematize theories on creativity, innovation and entrepreneurship according how they deal with and affect organizational change and development

Content

The course contains theoretical perspectives on:

- organizational change and renewal
- organizational change and innovation
- organizational development
- innovation
- entrepreneurship
- creativity
- continuous change and business development within Human Resource Management

Type of Instruction

The teaching consists of lectures, seminars and supervision. Dates for compulsory elements are stated in the schedule.

Examination

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

Examinations are carried out through individual written reports and home examinations and through group assignments. Approximately 60% of the examination is individual. An active participation in obligatory seminars workshops determines a passing grade. Nonparticipation in obligatory events are examined through written compensatory assignments.

The grade A constitutes the highest grade on the scale and the remaining grades follow in descending order where the grade E is the lowest grade on the scale that will result in a pass. The grade F means that the student's performance is assessed as fail. Grading criteria for the A–F scale are communicated in writing to the student by the start of the course at the latest, as well as how the weighting and weighting of grades on individual examining elements to the final course grade takes place. The basis for the student's grade is determined by the student's fulfillment of the objectives.

Repeat examination is offered in accordance with Local regulations for courses and examination at the first and second-cycle level at Linnaeus University. An examiner can, in exceptional cases, decide that a student who is close to the level for a passing grade may carry out supplementary assignments in order to reach the passing grade.

If the university has decided that a student is entitled to special pedagogical support due to a disability, the examiner has the right to give a customised exam or to have the student conduct the exam in an alternative way.

Course Evaluation

During the implementation of the course or in close conjunction with the course, a course evaluation is to be carried out. Results and analysis of the course evaluation are to be promptly presented as feedback to the students who have completed the course. Students who participate during the next course instance receive feedback at the start of the course. The course evaluation is to be carried out anonymously.

Credit Overlap

The course cannot be included in a degree along with the following courses of which the content fully, or partly, corresponds to the content of this course: 2FE410 with 7.5 credits.

Required Reading and Additional Study Material

Required reading

Hayes, J. *The Theory and Practice of change management*. Palgrave Macmillan. Latest edition. About 500 pages.

Additional study material

Articles material will be added, se learnings platform.