



## Course syllabus

Faculty Board of Business, Economics and Design  
School of Business and Economics

4FE014 Time and Changeability, 10 högskolepoäng  
Time and Changeability, 10 credits

**Main field of study**

Business Administration

**Subject Group**

Business Administration

**Level of classification**

Second Level

**Progression**

A1N

**Date of Ratification**

Approved by Organisational Committee 2009-06-17

The course syllabus is valid from spring semester 2010

**Prerequisites**

In order to be admitted to the programme, students are required to have a BSc or BA degree with at least 90 higher education credits in either business administration, economics, pedagogy, social work, sociology, political science or caring science.

### Expected learning outcomes

Having completed the course, the student will

have acquired knowledge of, and will

- be able to interpret and in their own words describe how an organization, its employees and the relation to the clients and customers is affected by different time logics

have acquired problematized knowledge of, and will

- be able to interpret, critically reflect upon, and draw conclusions on how organizations are influenced by, and can utilize change dynamics
- be able to analyse, discuss and suggest relevant organisation designs taking different kinds of businesses and time logics into consideration
- be able to critically reflect upon, and give account for, how change dynamics influence the own leadership
- be able to interpret and critically relate to the ethical dimension of how employees are influenced by participating in/being exposed to organizational change

- be able to critically relate to, and account for how the exercised leadership influences, and is influenced by change dynamics

## Content

- Time as phenomenon and concept
- Time and organising
- Organization theory and the concept of time
- Organization design and the concept of time
- Theories of organizational change
- Chaos and complexity
- Organizational change from a practical point of view
- The esthetics of change
- Ethics and organizational change
- OMVÄRLD Business and organization analysis
- Healthy organizations
- Leadership and organizational change
- Leadership and change
- Leadership development in a change perspective
- Exercises aiming at providing deepened Self awareness

## Type of Instruction

The students are expected to take responsibility for their own learning. This means that there are activities which are designed and developed by the students themselves, without involvement of the teaching staff. Other activities are more traditional, such as lectures, tutoring, seminars and examination seminars. Further more it is possible that after readings, dialogue seminars and reflection meetings will be used as teaching methods. There are mandatory activities, which are indicated in the session plan. Participation in introductory meetings and examination activities is always compulsory.

## Examination

The course is assessed with the grades Fail (U), Pass (G) or Pass with Distinction (VG).

Seminars on examination papers.

The grades are Pass with Distinction (80%-100%), Pass (60%-79%) or Failure (0%-59%).

Students at Linnaeus University are entitled to have the course grade translated into the 7-step ECTS scale. A request to have the grades translated must be made to the teacher at the start of the course.

## Course Evaluation

A written course evaluation is performed and compiled into a report to be kept in the university school archives. The result and any measures taken are communicated to the course co-ordinator and presented to the students participating the next time the course is offered.

## Other

General Computer knowledge and access to a Computer with Internet connection is necessary.

## Required Reading and Additional Study Material

### Required reading

Bauman, Zygmunt, *"Liquid Times. Living in an Age of Uncertainty."* Polity, Cambridge., 2006, **Pages:**128

Senge, Peter, *"The Fifth Disciplin"*, 2nd edition, Random House, NY, 2006, **Pages:**125.

Stacey, R, "*Complex responsive processes in organizations: learning and knowledge creation*" London, Routledge, 2001, **Pages:253**

Zimmerman, B, Lindeberg, C, Plsek, P, "*Edgework – insights from complexity science for health care leaders*". VHA Inc. Irving, Texas (ISBN 0-9667828-0-1), **Pages:272**

The students are expected to research for a good part of the literature them selves. At least 75 % of this literature has to consist of refereed articles, 300 pages

Whipp, Adam and Sabelis. (2002) Marketing Time. *Time and Management in Mdern Organizations*. Oxford university Press. **Sidor:222. \*\*\*ISBN: 978-0-19-925370-8**

*Reference literature:*

**Senge, Peter, Roberts, Charlotte, Boss, Richard B., Smith, Bryan J., Kleiner, Art**

**"The Fifth Discipline Fieldbook. Strategies and Tools for Building a Learning Organization."** Nicholas Brealy Publishing, London. 1994, 85 pages

**Tillberg, Peter (red), "Dialoger – om yrkeskunnande och teknologi".  
Föreningen Dialoger, Stockholm. 2002. ISBN-91-973169-5-4, 344 pages\*\***