



## Course syllabus

Faculty of Health and Life Sciences

Department of Psychology

4PS010 Organisationer i en global värld: kultur och samhälle, 15 högskolepoäng

Organizations in a global world: culture, society and religion, 15 credits

### **Main field of study**

Psychology

### **Subject Group**

Psychology

### **Level of classification**

Second Level

### **Progression**

A1F

### **Date of Ratification**

Approved 2014-03-19

Revised 2014-03-13 by Faculty of Health and Life Sciences.

The course syllabus is valid from autumn semester 2014

### **Prerequisites**

45 credits within SAPS2 or the equivalent.

## Objectives

Course objectives:

- Understand and analyse organizations using a cross-cultural perspective in relation to leadership, organizational change, as well as needs and values related to work in different countries.
- Consider and assess what characterizes diversified groups along with possible consequences of diversification for group processes, development of conflicts and conflict management.
- Critically evaluate strategies developed to make use of diversification for competitive purposes focusing specifically on ethnocentricity.
- Critically evaluate measurement approaches to cross cultural organizational psychology and carry out a limited empirical study.

## Content

This course contains

- perspectives and theories of organizational culture and globalisation.
- discussions concerning different perspectives on the relation between organizational culture and behaviour as well as globalization and behaviour
- different research methods within the field as well as identification of problems, issues and the most feasible approaches.
- discussion concerning the difference between intercultural, multicultural and crosscultural perspectives as well as consequences for the understanding of the organisation in a global world using these perspectives.
- critical evaluation of methodological weaknesses and strengths within the research field as well as critical evaluation of perspectives and theories.
- leadership, organizational change with a focus on needs and values from a global and crosscultural perspective as well as an investigation into possible consequences for conflict management.

## Type of Instruction

Lectures, seminars,, discussions and an empirical study

## Examination

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

Papers, workshops and oral examination.

## Course Evaluation

Upon completion of the course, a written course evaluation is carried out. The evaluation is compiled and fed back to the students, and archived according to departmental regulations.

## Other

The course is part of SAPS2 program. Expenses that may occur during the course are paid by the student.

## Required Reading and Additional Study Material

Alvesson, Matts and Sveningsson, Stefan (2008) *Changing Organizational Culture: Cultural change work in progress*. Routledge, New York

Bauman, Zygmunt (2006) *Liquid Life*. Polity Press, Cambridge UK

Cook, Robert A. and Szumal, Janet L (2000). *Using the organizational culture inventory to understand the operating cultures of organizations*, In N.Ashkanasy, C Wilderom and M.Peterson (eds), *The handbook of Organizational Culture and Climate*. Thousand Oaks CA:Sage 147-62.

Creswell, John (2007)*Qualitative Inquiry and Research Design: Choosing among five approaches, second ed.* Sage Selected excerpts

Ezzy. D (2001)*A simulacrum of workplace community: Individualism and engineered culture*. *Sociology*, 35: 631-50.

Hofstede, Geert (2011) *Dimensionalizing Cultures: The Hofstede Model in Context, Online readings in psychology and culture*. International Association for Cross-Cultural Psychology

Hofstede, Geert (2001) *Culture's consequences: Comparing Values, Behaviors,*

*Institutions and Organizations across nations (2nd edn.)*. Thousand Oaks, CA:Sage

Höpfl, Heather (2002) *Playing the part: Reflections on aspects of mere performance in the customer-client relationship*. *Journal of Management Studies*, 39: 255-67

Golden-Biddle, Karen and Locke, Karen (1993) *Appealing work: An investigation of how ethnographic texts convince*. *Organizational Science*, 4: 595-616

Hatch, Mary Jo with Cunliffe Ann.L (2013) *Organization Theory: Modern, Symbolic and Postmodern Perspectives*. Oxford University Press. Selected excerpts

Lane, Henry, Distefano Joseph. Maxneviski, Martha (2006) *International Management Behavior: Text, Readings and Cases*. Blackwell Publishing. Selected excerpts

Linstead, Stephen and Grafton-Small, Robert (1992) *On reading organizational culture*. *Organization Studies* 13:331-56

Martin, Joanne (1982) *Stories and scripts in organizational settings*. In A. Hastorf and A Isen (eds). *Cognitive and social psychology*. London Routledge, 255-305

O'Connor, Ellen S (2000) *Plotting the organization: The embedded narrative as a construct for studying change*. *Journal of Applied Behavioral Science* 36/1: 174-93

Schein, Edgar H (1991) *Organizational culture*. *American Psychologist* 45: 109-19.

Siehl, Caren and Martin Joan (1984) *The role of symbolic management: How can managers effectively transmit organizational culture? In J.D Hunt and D. Hosking, C. Schriesheim and R steward (eds). Leadersa and managers: International Perspectives on Managerial behavior and leadership*. New York: Pergamon 227-39.

Smircich, Linda and Calas, Marta (1987) *Organizational culture, a critical assessment*. In F. Jablin, L. Putnam, K. Roberts and L. Porter (eds.), *The handbook of Organizational Communication*. Beverly Hills, CA: Sage 228-63.

Robbins, S.P., Judge, T.A., & Vohra, N. (2012). *Organizational behavior (15 ed.)*. New York: Pearson. ISBN: 9789332500334. Selected parts.

Articles according to teacher's instructions.