



Course syllabus

Faculty of Health and Life Sciences
Department of Psychology

4PS109 Organisationsförändring, 7,5 högskolepoäng
Organizational change, 7.5 credits

Main field of study

Psychology

Subject Group

Psychology

Level of classification

Second Level

Progression

A1F

Date of Ratification

Approved by Faculty of Health and Life Sciences 2014-09-23
The course syllabus is valid from autumn semester 2015

Prerequisites

45 credits from SAPS2, or the equivalent.

Objectives

- based on several levels of analysis (individual, organizational climate and culture), thoroughly describe and critically evaluate, theories about organizational change
- based on several levels of analysis (individual, organizational climate and culture), thoroughly describe how organizational change influence and is influenced by the organization
- based on cases of organizational change, critically assess and evaluate the relevance of different theories and levels of analysis
- independently plan systematic investigations of organizational change, and, based on the result of such studies, be able to identify and analyze risks and possibilities with organizational changes

Content

- Theories on different types of organizational change and their positive (eg, development) and negative (e.g., stress) consequences for the organization and individuals
- Multilevel perspectives on organizational change

- Individual differences in psychological reactions to change
- How organizational climate influences and is influenced by change
- How organizational culture influences and is influenced by change
- Methods of investigation for analysis of organizational change, with focus on individual differences, organizational climate and culture

Type of Instruction

Instruction is given in lectures and seminars, and a project is carried out alone or in pairs.

Examination

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

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.

Grade criteria for the A–F scale are communicated to the student through a special document. The student is to be informed about the grade criteria for the course by the start of the course at the latest.

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

Ashkanasy, Neal M. et al (2011)*The handbook of Organizational Culture and Climate*. Sage publications, Inc. 664 pp. ISBN: 9781412974820

Oreg, Shaul., Michel, Alexandra., & Todnem, Rune. (2013). *The Psychology of Organizational Change*. Cambridge: Cambridge University Press. 348 pages. ISBN: 9781107020092

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.