



Course syllabus

Faculty of Health and Life Sciences

Department of Psychology

4PS203 Arbetstillfredsställelse och motivation, 7,5 högskolepoäng

Job satisfaction and motivation, 7.5 credits

Main field of study

Psychology

Subject Group

Psychology

Level of classification

Second Level

Progression

A1N

Date of Ratification

Approved by Faculty of Health and Life Sciences 2014-12-08

The course syllabus is valid from autumn semester 2015

Prerequisites

General requirements for studies at second cycle level plus special prerequisites:

- 90 credits in Psychology (including thesis/degree project or the equivalent)
- English B or the equivalent

Objectives

Course Objectives:

- enable students to understand and analyze the approaches to measurement of motivation, job satisfaction and performance in work settings
- consider and assess the nature of the evidence for a relationship between motivation and performance at work as well as the evidence for the relationship between work and satisfaction
- critically evaluate the major theories of motivation and interventions designed to affect motivation at work
- critically evaluate the major theories of job satisfaction
- analyze the connection between metacognitive practices and motivation
- through mindfulness based practices describe the relation between thought habits, behavioral habits and life satisfaction

- be able to relate the first person knowledge gained from the ongoing regular practice to the theoretical foundations of mindfulness.

Content

This course contains:

- perspectives on the central role of motivation in the analysis of behavior at work
- critical evaluation of motivation and satisfaction theories
- identification of problems, issues and the most feasible approaches to the measurement of job motivation, satisfaction and performance in work settings
- critical evaluation of methodological weaknesses and strengths of research in the field of job satisfaction
- discussion of some of the meanings of job satisfaction along with evidence for the mutual relationships between work and satisfaction
- critical evaluation of work and satisfaction interventions and their efficacy
- evaluation of methodological weaknesses and strengths of first person research information gained through methods such as mindfulness
- critical evaluation of mindfulness based interventions, strengths, weaknesses and efficacy.

Type of Instruction

Lectures, seminars, group work and discussions.

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

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

Lane, Henry, et al (2006) *International Management Behavior: Text, Readings and Cases*. Blackwell Publishing. Selected excerpts

Cases. Blackwell Publishing. Selected excerpts.

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.