



Course syllabus

Faculty of Health and Life Sciences

Department of Psychology

4PS204 Bedömning och beslutsfattande i organisationer, 7,5
högskolepoäng

Judgment and decision making in the workplace, 7.5 credits

Main field of study

Psychology

Subject Group

Psychology

Level of classification

Second Level

Progression

A1N

Date of Ratification

Approved 2015-11-16

Revised 2021-10-18 by Faculty of Health and Life Sciences.

The course syllabus is valid from autumn semester 2021

Prerequisites

Basic eligibility for second-level studies and special eligibility:

90 credits in Psychology with a thesis/degree project, or the equivalent

Objectives

Upon completion of the course, the student shall be able to:

- Identify, account for, and explain common judgment and decision making biases at work
- propose theoretically and scientifically based interventions aimed at improving judgment and decision making in organizations
- formulate a research question aimed to address a knowledge gap in the organizational judgment and decision making literature and propose how this research question can be answered scientifically.

Content

- Psychological judgment and decision making processes and theories
- judgment and decision bias
- cognition and emotion based influences on organizational judgments and decisions
- judgments under uncertainty, self and other assessment, employee selection decisions, decision making in groups, moral decision making.

Type of Instruction

Instruction is given in lectures and seminars.

Examination

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

The course examination consists of 4 seminar tasks (2,5 hp; oral presentation or written presentation if absent from seminar) and 1 written research proposal (5hp). The seminar tasks are graded as pass or fail. The research proposal is graded A-F. In order to obtain a passing grade for the course, the student has to pass all examinations. The final grade is based on that of the research proposal.

Repeated examination is offered in accordance with Local regulations for courses and examination at the first and second-cycle level at Linnaeus University.

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.

Other

This course is part of Master Programme in Work and Organizational Psychology.

Required Reading and Additional Study Material

Highhouse, S., Dalal, R. S., & Salas, E. (latest edition). *Judgment and decision making at work*. Routledge: New York. 388 pages.

Pedulla, D. S. (latest edition). *Making the Cut: Hiring Decisions, Bias, and the Consequences of Nonstandard, Mismatched, and Precarious Employment*.

Princeton University Press. 191 pages.

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