



Programme syllabus

Faculty of Social Sciences

Ledarskap och organisation, 180 högskolepoäng
Management and Organization Programme, 180 credits

Level

First Level

Date of Ratification

Approved by Faculty of Social Sciences 2009-09-17

Revised 2022-12-15

The programme syllabus is valid from autumn semester 2023

Prerequisites

General entry requirements.

Description of Programme

The aim of the programme is for students to enhance and deepen their knowledge of issues in relation to leadership and organisation and the working life, within the scope of the main fields of study sociology and leadership and organisation. Sociology as a discipline is considered broad science involving many possible outlets and perspectives of issues concerning society and the working life. A comparative perspective of the working life in a broad sense is applied in the education, in particular in relation to leadership and organisation. Since the students are active in a variety of organisations, they are also provided with ample opportunities for experience exchange within the scope of the programme, and they encounter other perspectives and experiences that contribute to the broadening and development of their own perspectives of leadership and organisation. The students enhance their theoretical knowledge and analytical skills, in order for them to be equipped to meet, understand and deal with challenges and changes occurring in organisations and the professional life. This requires knowledge of how people function and interact in the professional life, and of leadership and employeeship, organisational structure, culture and management issues, and of the labour market and the surrounding world. The students also acquire knowledge of methods in how investigations may be performed and how social phenomena and the courses of operation in the working life may be understood and explained.

The programme is aimed primarily at people working as supervisors/managers at different levels and in different sectors, but also at those interested in acquiring supervisory functions.

Objectives

Qualitative Targets in accordance with the Higher Education Ordinance

Knowledge and Understanding

For a Degree of Bachelor, the student shall

- demonstrate knowledge and understanding in the main field of study, including knowledge of the disciplinary foundation of the field, understanding of applicable methodologies in the field, specialised study in some aspect of the field as well as awareness of current research issues.

Competence and Skills

For a Degree of Bachelor, the student shall

- demonstrate the ability to search out, gather, evaluate and critically interpret relevant information for a defined problem and critically discuss phenomena, issues and situations,
- demonstrate the ability to identify, define and solve problems independently and to complete tasks within given time frames,
- demonstrate the ability to present and discuss information, problems and solutions, orally and in writing and in dialogue with different groups, and
- demonstrate the skills required to work independently in the main field of study.

Judgement and Approach

For a Degree of Bachelor, the student shall

- demonstrate the ability to make assessments in the main field of study with regard to relevant disciplinary, social and ethical issues,
- demonstrate insight into the role of knowledge in society and the responsibility of the individual for how it is used, and
- demonstrate the ability to identify the need for further knowledge and to develop the individual competence .

Programme Specific Objectives

In order to obtain a bachelor's degree the student shall, through meetings with participants from various organisations, demonstrate an understanding of and be able to analyse specific conditions of different organisations in relation to leadership in late modern professional work.

Content

Programme overview

The programme is given as a distance learning programme at the first-cycle level and is studied on part-time, combined with regular meetings through video conferences and at the university, in Växjö. There are approximately 3-8 physical meetings held on campus in Växjö each academic year. The programme is consistently structured so that theory and research are linked to the student's own experiences from the working life and applied to the students's own organisation/workplace (when possible). Through the theoretical content of the programme in general and the integration of theory and practice in particular, students attain the objectives of the programme. The programme consists of courses in the main field of study Sociology, specialising in the sociology of working life, and the main field of study Leadership and Organisation. The language of instruction is mainly Swedish, but there may also be certain elements of English in the

programme.

Programme Courses

The order of the courses given may be changed. Specific entry requirements apply to courses within the programme, which are specified in each course syllabus. Courses marked with an (x) are courses in the main field of study Sociology and courses marked with (xx) are courses in the main field of study Leadership and Organisation.

Semesters 1 and 2 (x)

Sociology, Specialising in Working Life I, 30 credits, G1N

The course provides general knowledge of the labour market, organisation and the working life, and introduces basic sociological perspectives and research methods. The course is concluded by a practical course in which students define issues relevant to sociology and where they enhance their knowledge of the theme changes in the working life and organisations.

Semesters 3 and 4 (xx)

Leadership and Organisation I, 30 credits, G1N

The course provides knowledge of leadership and organisation, financial management control, and HR accounting, labour law and work environment.

Semesters 5 and 6 (x)

Sociology, Specialising in Working Life II, 30 credits, G1F

The course enhances the knowledge of sociology in relation to contemporary working life and organisational issues, and includes elements of scientific methods.

Semesters 7 and 8 (xx)

Leadership and Organisation II, 30 credits, G1E

The course enhances the knowledge of leadership and organisation and discusses areas such as strategies, management issues, organisation communication and learning in organisations. The course is concluded with an independent project comprising 7.5 credits.

Semesters 9 and 10 (x)

Thematic Sociology of the Working Life, 30 credits, G2F

The aim of the course is for students to acquire deeper knowledge of sociology, with special emphasis on the working life, organisation and the labour market. Through discussions on sex/gender and diversity, digitalisation, HR management and labour market relations, the students gain an increased understanding of how to examine critically the contemporary working life by the support of sociological theories and

their practical application, as well as the ability to identify, understand and explain phenomena in the working life.

Semesters 11 and 12 (x)

Sociology, Specialising in Working Life III, 30 credits, G2E

The final semester in the programme deepens the students' scientific and methodological competence in examining and analysing complex and sociological relevant and working life phenomena. This takes place through courses providing knowledge of the use of theories and theory development, as well as by means of different analysis techniques. The course is concluded with an independent project at the first-cycle level.

In consultation with the programme coordinator, the courses may be replaced with equivalent courses within the programme. When courses are exchanged, the programme coordinator checks that the programme objectives are still fulfilled. The general entry requirements and the local regulations regarding examination at Linnaeus University must at all times be fulfilled.

Societal Relevance

Research-based knowledge of how people, organisations and institutions such as the labour market function is highly relevant in relation to our society and of major importance to people who have supervisory roles, not the least in order to establish and maintain a professional life that is sustainable as well as well-functioning. Skills considered relevant qualifications for the working life and to people who already hold or apply to managerial positions concern the ability to by adopting a critical approach collect, systemise, analyse and communicate complex information in different working life contexts.

The students' own experiences from the professional life are also made use of in the teaching as well as in various examination assignments.

Internationalisation

The education prepares the students for the possibility to work in a multicultural society and in a globalised world. Issues concerning ethnicity and interculturalism are addressed, as well as what the labour market and the working life look like and how these function in Sweden and in other countries. Within the scope of the programme courses and through the course literature used, various international perspective of organisation and leadership in the working life are looked into. The programme also includes a course particularly examining employment relationships based on international perspectives.

Courses may be studied abroad at a higher education institution, provided that they are equivalent to the courses included in the study plan. Students are offered to participate in the exchange agreements that Linnaeus University maintains with higher education institutions all over the world. Studies abroad must be planned in consultation with the programme coordinator.

Sustainable societal development

The programme takes into consideration sustainable societal development, primarily based on social and economic perspectives, with regard to the physical as well as the psychosocial working environment. The education provides knowledge and application of legislation on discrimination, the work environment, gender and diversity. The programme also provides knowledge of sustainable organisations, sustainable leadership, sustainable employees, health, and health promotion. In addition, the programme provides tools for competence development and quality management in order to create a sustainable working life. The courses given in the main field of study sociology include conceptual, theoretical and methodological tools required to detect, understand and explain different categorial forms of social stratification and exclusion.

Quality Development

The programme has a programme coordinator and a programme council consisting of course coordinating teachers, career and study counsellors, one representative from the professional life and at least one student representative. The programme council is responsible for continuous monitoring of course syllabuses and development in consultation with the course coordinators. After each module, evaluations are conducted that are later discussed and followed up on at faculty staff meetings and in the programme council. Student participation and leverage takes place through written evaluations of each course and the programme.

Degree Certificate

After completed studies in accordance with the objectives specified by the Higher Education Ordinance and the Linnaeus University Degree Ordinance, the student may apply for a degree certificate. Those having completed the Management and Organisation Programme 180 credits may obtain the following degree:

Degree of Bachelor of Science with specialisation in Management and Organisation
(Main field of study: Sociology)

The programme also offers the possibility to apply for a Higher Education Diploma (120 credits). Main field of study: Leadership and Organisation.

The degree certificate is written in Swedish and English. The degree certificate also comes with a Diploma Supplement (in English).

Course previously given under the same programme code, SGLON, may also be included in the degree and will then replace courses of equivalent content.

Other Information

Since this is a distance learning programme and all activities, except for the mandatory physical meetings, are conducted via various websites, access to a computer with at least 1 (one) GB free hard disk space is required. The computer also has to be equipped with headset and access to the internet.

Any costs that may arise in connection with the mandatory meetings (travel, lodging and food) are paid for by the students themselves.