

Organizational Change and Development

Single subject and programme course

15 credits

Organizational Change and Development

759A37

Valid from:

Determined by

The Quality Board at the Faculty of Arts
and Sciences

Date determined

2011-03-25

Main field of study

Human Resource Management and Development

Course level

Second cycle

Advancement level

A1X

Course offered for

- Master's Programme in Human Resource Management and Development

Entry requirements

Bachelor's degree with a specialization in behavioural sciences, business administration or equivalent. The degree has to include basic courses of at least 15 credits in Research methods and 15 credits in Organizational theory, Organizational Psychology or equivalent. Documented knowledge of English equivalent to Engelska B/Engelska 6.

Intended learning outcomes

After completion of the course, in a theoretically well motivated manner the student should be able to:

- describe and analyse key areas of planned organizational change (the direction of change, empowerment, gender, learning)
- describe and analyse various theoretical models that can be used to study change processes in organizations
- discuss and analyse various methods that can be applied in organizational change and how change processes can be organized in practice.

Course content

Different types of planned organizational change, driving forces and change pressure, theories and models for understanding organizational change, the methodology used in empirical studies of change processes, learning aspects, participation and leadership, gender dimensions of organizational change processes.

Teaching and working methods

The studies forego through lectures, group work and seminars. Several examples of organizational change projects will be reviewed during the course. Participants are expected to participate actively in group work and seminars. Language of instruction: English

Examination

Written and oral examination. Detailed information about the examination can be found in the course's study guide.

Students failing an exam covering either the entire course or part of the course twice are entitled to have a new examiner appointed for the reexamination.

Students who have passed an examination may not retake it in order to improve their grades.

Grades

Three-grade scale, U, G, VG

Other information

Planning and implementation of a course must take its starting point in the wording of the syllabus. The course evaluation included in each course must therefore take up the question how well the course agrees with the syllabus.

The course is carried out in such a way that both men's and women's experience and knowledge is made visible and developed.

Department

Institutionen för beteendevetenskap och lärande