PX1101 Organizational Psychology, 30 credits

Organisationspsykologi, 30 högskolepoäng

First Cycle

Confirmation

This course syllabus was confirmed by Department of Psychology on 2015-09-23 and was last revised on 2020-09-09 to be valid from 2021-08-30, autumn semester of 2021.

Field of education: Social Sciences 100%
Department: Department of Psychology

Other participating department
Department of Psychology

Position in the educational system

The course is a stand alone undergraduate course.

Main field of studies	*Specialization*
Psychology	G1N, First cycle, has only upper-secondary level entry requirements

Entry requirements

General entrance requirements

Learning outcomes

Upon completion of this course, students should be able to:

Module 1: Introduction to organisational psychology

Knowledge and understanding

- explain the development and history of organizational psychology
- explain the importance of individual differences for the work in organizations, and account for different organizational structures

- describe and account for ethical issues within organizations and research

Competence and skills

- explain and elaborate on theories in the areas of attitudes, social influence, motivation, learning and emotion in the workplace

Module 2: Working conditions, motivation, stress and health

Knowledge and understanding

- demonstrate knowledge and understanding of theoretical concepts and models for analyzing and understanding psychosocial work environment conditions that are important for human health, functional ability and motivation
- demonstrate knowledge and understanding regarding stress processes, work motivation and stress prevention

Competence and skills

- be able to use knowledge and understanding of theoretical concepts and models as above to analyze individuals' psychosocial work environment

Part 3: Working groups and other groups from a psychological perspective

Knowledge and understanding

- demonstrate theoretical knowledge regarding psychological aspects of groups
- explain and compare theories on group psychological development

Competence and skills

- describe, analyse and understand processes within and between groups
- relate psychological phenomena to the role and function of the individual in the group

Part 4: Leadership and organisational behaviour

Knowledge and understanding

- demonstrate theoretical knowledge regarding psychological aspects of management and leadership
- explain and compare different theories/models for management and leadership
- be able to explain the role of communication in leadership

Competence and skills

- describe, analyze and understand processes within leadership with regard to communication, decisions and work motivation
- be able to apply knowledge and understanding of theoretical concepts, models and research regarding leadership

Module 5: Organisational development and change in a global world

Knowledge and understanding

- demonstrate knowledge and understanding of theoretical concepts and models to analyze and understand what organizational development, change work and change processes mean

- demonstrate an understanding of how intervention takes place at the strategic and operational level to bring about effective and humane change processes that motivate rather than demotivate people
- demonstrate an understanding of methods and processes to facilitate change in a global context

Competence and skills

- be able to analyze and apply theoretical concepts and models in organizational development and change
- be able to apply and use strategies for organizational development
- be able to apply measures for the development of individuals, groups and organizations

Course content

Sub-courses

1. **Introduction to organizational psychology** *(Introduktion till organisationspsykologi),* 6 credits
   Grading scale: Pass with Distinction (VG), Pass (G) and Fail (U)
   Module 1 introduces basic concepts and theories in organizational psychology. The module begins with the history of organizational psychology as well as ethical issues relevant to research in the field. The introduction is followed by a review of the importance of the individual's characteristics, well-being and motivation for the functionality of organizations and workplaces.

2. **Working conditions, motivation, stress and health** *(Arbetsvillkor, motivation, stress och hälsa),* 6 credits
   Grading scale: Pass with Distinction (VG), Pass (G) and Fail (U)
   Module 2 provides an overview of theoretical concepts and models for analyzing and describing psychosocial work environment conditions that are important for human health, functional ability and motivation. The course features models for stress processes, work motivation and stress prevention. The course provides a basic introduction to research methods used in investigating the relationship between working conditions and the effects mentioned above.

3. **Work groups and other groups from a psychological perspective** *(Arbetsgrupper och andra grupper ur ett psykologiskt perspektiv),* 6 credits
   Grading scale: Pass with Distinction (VG), Pass (G) and Fail (U)
   Module 3 provides basic theoretical knowledge in group psychology. It features group dynamic theory - dominant theory formations in group psychology and group dynamic variables. It also focuses on perspectives on the working life today.

4. **Leadership and organizational behaviour** *(Ledarskap och organisatoriskt beteende),*

6 credits
Grading scale: Pass with Distinction (VG), Pass (G) and Fail (U)
Module 4 presents the knowledge on management and leadership such as extensive and multidisciplinary research that among many things show that personal qualities, ability to communicate, motivate and provide feedback on work performance are some of the key factors for success in leadership positions. This module also provides basic theoretical knowledge on leadership, management, decision-making, communication and control in organisations.

5. **Organizational development and change in a global world** *(Organisatorisk utveckling och förändring i en global värld),* 6 credits
Grading scale: Pass with Distinction (VG), Pass (G) and Fail (U)
Module 5 provides an overall understanding of how organizations develop reactively and proactively in a global world. It integrates the perspective of the individual, the group and the organisation. It also describes theoretical and applied models for detecting the needs and directions for development, global trends and strategies for adapting to situations for organizations, groups and individuals, driving forces and resistance to change and how it appears in different cultures.

Form of teaching
The teaching methods include digital lectures, seminars, exercises and computer-based tools for self-study. It is important that students from start of the course have access to a computer with web camera and Internet connection to be able to participate in the course work.

Language of instruction: Swedish

Assessment
The examination takes place through written examinations, written assignments, exercises and active participation in seminars. Attendance at seminars and exercises are compulsory.

All teaching can constitute basis for examination. Absence is made up according to the instructions of the course coordinator.

If a student who has failed the same examined component twice, wants to change examiner before the next examination, they should submit a written request to the department responsible for the course. The request shall be granted unless there are special reasons to the contrary (Chapter 6, Section 22 of Higher Education Ordinance).

If the University of Gothenburg has decided that a student is eligible for special study support, the examiner may, provided it is compatible with the aim of the course and it

can be done within the scope of available resources, decide to offer the student an adjusted examination or a different examination format.

If the course has been discontinued or substantially revised, a student should be guaranteed to sit the examination on at least three occasions (including the ordinary examination occasion) during a period of at least one year, but not later than two years after the course was discontinued or revised. As regards internships/placement the same as above applies, with the exception that examination is offered on only one occasion.

Grades

The grading scale comprises: Pass with Distinction (VG), Pass (G) and Fail (U).
For all modules applies the following:

To get a Pass (G), students must:

- actively participate in the compulsory seminars and the exercises
- get a passing grade on written assignments
- get at least 60 percent of correct answers in the written exam

To get a Pass with Distinction (VG), students must:

- actively participate in the compulsory seminars and the exercises
- get a passing grade on written assignments
- get at least 80 percent of correct answers in the written exam

To get a Pass (G) as a final course grade, students must get a Pass (G) on all modules.

To get a Pass with Distinction (VG) as a final course grade, students must get a Pass with Distinction (VG) on minimum three modules and a Pass (G) on the rest.

Course evaluation

The course coordinator is responsible for ensuring that students are given the opportunity to provide an anonymous, written course feedback at the end of the course. On completion of the course, the course coordinator writes a course report, which includes a summary of students' feedback. The course report is discussed in a relevant course evaluation group and is communicated both to the students, who completed the course evaluation as well as to the students who are starting the course. The reports are made available to students.

Additional information

If the course requires access to a computer, internet or other digital tools, it is the student's responsibility to make sure they have access to such resources.