



**Karolinska
Institutet**

Course syllabus for

Work and organizational psychology 2, 7.5 credits

Arbets- och organisationspsykologi 2, 7.5 hp

This course has been cancelled, for further information see Transitional provisions in the last version of the syllabus.

Please note that the course syllabus is available in the following versions:

Spring2011 , Spring2012 , Spring2016 , Autumn2017

Course code	2PS022
Course name	Work and organizational psychology 2
Credits	7.5 credits
Form of Education	Higher Education, study regulation 2007
Main field of study	Psychology
Level	G2 - First cycle 2
Grading scale	Pass, Fail
Department	Department of Clinical Neuroscience
Decided by	Programnämnd 8
Decision date	2010-11-03
Revised by	Education committee CNS
Last revision	2022-11-16
Course syllabus valid from	Autumn 2017

Specific entry requirements

Passed results from semester 1-3 of the Psychology programme consisting 90 credits and at least 15 credits from semester 4.

Objectives

The student should on completion of the course

Knowledge and understanding

- Be able to describe and discuss how behavioural-analytical organizational development is used to plan and carry out organizational development
- Have knowledge of and have understanding of the concept of the behavioural analysis
- Be able to account for and discuss how leadership can be described and is understood from

behavioural-analytical perspective

- Have knowledge of the current state of knowledge regarding work on crisis management and crisis support efforts

Skills and ability

- Show ability to use behavioural analysis to achieve behavioural changes in organisations
- Show ability to plan carry out a consultant assignment according to behavioural-analytical organizational development and ability to compile a report
- Demonstrate ability to plan design emergency preparedness in an organization as well as assess and plan for appropriate interventions

Assessment ability and attitudes

- Show ability to a consultative attitude
- Show ability to evaluate and discuss ethical aspects critically on interventions in organised activities
- Show ability to evaluate and discuss scientific aspects critically on interventions in organised activities (the scientist/the practitioner perspective)
- Be able to reflect on crisis management and applications in the form of crisis support efforts based on scientific basis

Content

Overview of the process at behavioural-analytical organizational development. Example is taken from different organisations.

Behavioural analysis of key behaviours in organisations is exercised through different written cases and how the different concepts are used to plan the change management be treated.

Methods at behavioural-analytical organizational development are illustrated.

In small groups and under supervision may the students under a fieldwork clarify development opportunities results, measurements and suggest a plan for implementation of an organizational change. The results should be presented in the given organisation and to the fellow students.

The principles of behavioural-analytical leadership are described.

Presentation of the knowledge situation in crisis management is included.

The psychologist's attitudes that consultant is analysed and discussed based on theoretical, methodological and ethical aspects.

Teaching methods

The teaching is given in two forms. Lecture that is to facilitate studies of literature and prepare fieldwork. Compulsory seminars in half group whose aim is mainly to carry out exercises. Fieldwork is carried out in groups of 3-4 individuals where report is handed in and oral presentation is carried out, and student reviewers are appointed. Compulsory attendance for the groups at supervision and presentation of report.

Psychologist's role in dealing with crises in organizations is discussed and practiced in the form of fictitious cases.

Study results cannot be reported until the student has participated in compulsory course elements or compensated for any absence in accordance with instructions from the course coordinator. The course coordinator decides whether, and if so how, absence from compulsory course elements can be made up.

Absence from a compulsory course element could mean that the student can not retake the element until the next time the course is offered.

Examination

- a) At the written examination the student may be given one of the grades Passed or Failed.
- b) Active participation in exercises in seminars. Can be assessed Passed or Failed.
- c) Report and presentation of consultant assignments. Are assessed with the grade Passed or Failed.

To pass all course is required passed on all examinations (a, b and c) and attendance on compulsory lectures/group meetings.

Limitation in the number of examinations:

Students who do not pass a regular examination are entitled to re-sit the examination on five more occasions. If the student has failed six examinations/tests, no additional examination is given. Each occasion the student participates in the same test counts as an examination. Submission of a blank exam paper is regarded as an examination. In case a student is registered for an examination but does not attend, this is not regarded as an examination.

Transitional provisions

The course has been cancelled and was offered for the last time in the spring semester of 2021.

Examination will be provided until the spring semester of 2024 for students who have not completed the course.

Other directives

Course evaluation based on the expected learning outcomes of the syllabus takes place in accordance with KI's local guidelines. Results and possible actions are communicated to the students in the course web page.

Literature and other teaching aids

Mandatory literature

Olofsson, Rolf; Nilsson, Kenneth

OBM i praktiken : förändra beteenden och nå resultat i organisationer

1. utg. : Stockholm : Natur & Kultur, 2015 - 288 s.

ISBN:9789127139374 LIBRIS-ID:17418303

[Library search](#)

Articles according to the teacher's instructions.

Recommended literature

Olofsson, Rolf

Beteendeanalys i organisationer : handbok i OBM

1. utg. : Stockholm : Natur & kultur, 2010 - 242 s.

ISBN:978-91-27-11978-9 (inb.) LIBRIS-ID:11889225

[Library search](#)

Braksick, Leslie Wilk.

Unlock behavior, unleash profits : developing leadership behaviour that drives profitability in your organization

2nd ed. : New York : McGraw-Hill, c2007. - xxi, 240 p.

ISBN:978-0-07-149067-2 (hbk.) LIBRIS-ID:11234502

[Library search](#)

Daniels, Aubrey C.

Performance management : changing behavior that drives organizational effectiveness

Fifth edition, revised. : Atlanta : Performance Management Publications, cop. 2014. - viii, 344 p.

ISBN:0937100250 LIBRIS-ID:17226521

[Library search](#)

Geller, E. Scott; Geller, E. Scott.

Working safe : how to help people actively care for health and safety

2. ed. : Boca Raton, FL : Lewis Publishers, 2001 - 304 s.

ISBN:1-56670-564-9 (alk. paper) ; CIP entry LIBRIS-ID:6367448

[Library search](#)

Johnson, Judy

Switchpoints : culture change on the fast track for business success

Hoboken, N.J. : John Wiley & Sons, c2008. - xxxiv, 254 p.

ISBN:0-470-28383-1 (cloth) LIBRIS-ID:11902107

URL: [Länk](#)

[Library search](#)

Komaki, Judith L.

Leadership from an operant perspective

London : Routledge, 1998 - xiv, 277p

ISBN:0-415-09873-4 ; No price LIBRIS-ID:4915866

[Library search](#)