



**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	Programnämnd 8
Last revision	2011-11-09
Course syllabus valid from	Spring 2012

## **Specific entry requirements**

To be eligible to advance to this course, students must have no more than 15 credits remaining from the previous term, and no credits remaining from any terms preceding this.

## **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 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 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)

## **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. Methods for conflict management in groups are treated. 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. In case of absence on compulsory lectures contact the teacher.

## **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: According to regulations at KI, the maximum number of examination opportunities for each student is limited to six occasions in order to achieve passed results. For placement or the equivalent (for example fieldwork on the parts of this course and the other practical) apply at most two examinations. The next practical training session can be the following regular examination in the course. Information about the next re-examination is given at the start of the course.

## **Transitional provisions**

The interim regulations follow KI's local guidelines. Courses that have been discontinued or thoroughly revised, or which have been given a radically new reading list, will offer two additional examinations (to the ordinary examination) on the former content and literature during a period of one year from the date of discontinuation or revision.

## **Other directives**

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

## **Literature and other teaching aids**

*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**

4. ed., rev. : Atlanta, GA : Performance Management Publications, c2006 - ix, 321 p.

ISBN:0-937100-08-0 LIBRIS-ID:10283397

[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

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