



Course syllabus for

# **Work and Organizational Psychology 1, 12 credits**

Arbets- och organisationspsykologi 1, 12 hp

This course syllabus is valid from autumn 2015.

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

Autumn2015 , [Autumn2017](#) , [Autumn2018](#) , [Autumn2019](#) , [Autumn2021](#) , [Autumn2022](#) , [Autumn2023](#)

Course code	2PS036
Course name	Work and Organizational Psychology 1
Credits	12 credits
Form of Education	Higher Education, study regulation 2007
Main field of study	Psychology
Level	G2 - First cycle 2
Grading scale	Pass with distinction, Pass, Fail
Department	Department of Clinical Neuroscience
Decided by	Programme Committee 8
Decision date	2014-11-07
Revised by	Programme Committee 8
Last revision	2015-05-07
Course syllabus valid from	Autumn 2015

## **Specific entry requirements**

For admission 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**

Module 1 The aim with the module is for the student to obtain basic theoretical knowledge within work- and organizational psychology and how to measure and evaluate health in a workplace.

After completing this module the student should:

- be able to account for fundamental organizational theories with relevance for the development of individuals, groups and organisations
- be able to account for the impact of different work conditions on individual capacity, health and work satisfaction
- show basic knowledge about different stressmodel and be able to reflect on health and work

satisfaction

- display familiarity with measures based on a gender equality and diversity perspective
- be able to account for which methods for measurement and investigation that are appropriate for various types of issues in working life concerning individuals and groups
- be able to reflect and critically review the scientific foundation of the field of work and organizational psychology

Module 2 The aim with this module is for the student to deepen their knowledge and abilities by planning and carry out an advanced study as a group assignment of a chosen subject from the course. A main goal is that the student will get to practice generic skills such as teamwork, planning, oral/written presentation and ability to provide constructive feedback.

After completing this module the student should:

- based on science and proven experience/best practice be able to reflect critically on theory of crisis (and crisis management)
- be able to carry out and present an advanced assignment on the chosen subject
- be able to discuss their own and others' presentations on the subject
- be able to express themselves clearly in speech and writing using relevant terms

## Content

The course aims to provide knowledge and skills in work and organizational psychology. During module 1, the student is expected to obtain a broad theoretical basis of key theories and concepts in the field. During module 2, the student obtains basic knowledge within crisis management and carry out an advanced assignment of a chosen subject from the course.

**Organizational theory and organizational psychology, 4.5 hp** The module focuses on key theories within the field of organizational theory and organizational psychological and the organisation of working life in a historical and social perspective. This includes knowledge of groups and organisations from different perspectives and theoretical models. Also factors that influence the organization of work over time with particular focus on health - e.g. "boundless work" will be addressed. The student will also get an overview of basic psychosocial factors of relevance for health and capacity in working life. The module also focuses on how to set up, design, implement, analyse and report an evaluation of stress/health on a workplace/organisation. Another purpose of module 1 is also to invite work and organizational psychologists from the working life, so that the students get examples of what work a psychologist can do in the working life. **Work and personnel psychology, 7.5 hp** The first week of the course consists of skills training in crisis management and preparations of the advanced assignments. After that, the student carries out an advanced assignment that is presented orally and in writing. The presentations include actively giving and taking constructive criticism.

## Teaching methods

Module 1 The module starts with a number of lectures. Strong emphasis is placed on independent reading of the literature. The student will construct study questions concerning central issues of the course. Compulsory written assignments occur.

Module 2 The module starts with a theoretical and practical overview of crisis management (compulsory attendance). Thereafter advanced assignments in groups under certain supervision. The module ends with a written submission of group assignments and a presentation. Attendance is compulsory at the students own presentations and at the presentations of other groups. Also compulsory written assignments occur.

The course coordinator decides whether, and if so how, absence from compulsory course elements can be made up. 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. 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

Module 1 is examined through:

- a written examination at the end of the part Grades Pass with distinction (VG)/Pass/ (G)/Fail (U)

Grades on module 1: To obtain the grade Pass (G) on module 1 requires, at least grade G on the written examination and written assignments. For VG on the module, VG is also required on the exam.

Module 2 is examined through:

- a) a written assignment Grades Pass/Fail (G/U)
- b) presentation Grades Pass/Fail (G/U)

Grade on module 2: To receive the grade Pass (G) on module 2, requires at least grade Pass (G) on assignment (a) is and (b) and participating at all presentations and compulsory elements. A missed presentation is supplemented by a summary of the submitted the group assignment.

Course grade: For Pass (G), requires Pass (G) on all examinations and attendance on compulsory parts and activity in compulsory work. For the grade Pass with distinction (VG) on the whole course requires in addition to this Pass with distinction (VG) on module 1.

Reexamination: 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 transition rules follow KI's local guidelines for examination.

## Other directives

The course aims is to provide a broad theoretical and historical basis while Work and organizational psychology 2 (7.5 credits) that follows this course focuses on the application and practical work out in the company/organization.

The course will not be credited in a degree together with another course the student has completed and passed which completely or partly corresponds to the contents of this course. The following courses are (partly) overlapping: 2PS011, Work and organisational psychology 1, 15.0 credits, 2PS018, Work and organisational psychology 1, 15.0 credits, 2PS028, Work and organisational psychology 1, 15.0 credits, 2PS031, Work and organisational psychology 1, 15.0 credits

## Literature and other teaching aids

*Allvin, Michael*

**Gränslöst arbete : socialpsykologiska perspektiv på det nya arbetslivet**

1. uppl. : Malmö : Liber, 2006 - 188 s.

ISBN:91-47-07631-3 LIBRIS-ID:10057493

URL: <http://www2.liber.se/bilder/omslag/stor/4707631o.jpg>

[Library search](#)

**An introduction to work and organizational psychology : a European perspective**

*Chmiel, Nik*

2., rev. ed. : Malden, Mass. : Blackwell, 2008 - xii, 566 s.

ISBN:1-4051-3276-0 LIBRIS-ID:10192960

[Library search](#)