



**Karolinska  
Institutet**

Course syllabus for

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

Arbets- och organisationspsykologi 1, 12 hp

This course syllabus is valid from autumn 2019.

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	Programnämnd 8
Decision date	2014-11-07
Revised by	Education committee CNS
Last revision	2019-04-10
Course syllabus valid from	Autumn 2019

## **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**

The student should on completion of the course

*Knowledge and understanding*

- have basic knowledge of different orientations and approaches in research and practice within the field of work- and organizational psychology
- be able to account for current research regarding the impact of different work related factors on individuals' health and well-being
- be able to account for different stress models that are used within the field of work- and organizational psychology

- be able to account for organizational theories
- be able to account for how the contents, design and organisation of work influence individuals, groups and organisations
- have knowledge of methods and instruments used for investigating various types of issues in working life
- have basic knowledge of relevant legislation and key stakeholders within the field of labor law and work environment in Sweden
- have basic knowledge of organizational behavior analysis

### *Skills and abilities*

- demonstrate the ability to evaluate and choose methods for assessment and investigation that is appropriate for different kind of issues regarding individuals and groups in working life
- demonstrate the ability to plan, write and present an in-depth work/essay on an optional subject within the area of work and organization psychology
- demonstrate the ability to provide constructive feedback and discuss other students written and oral presentations of their in-depth work/essays.
- demonstrate the ability to plan a consulting assignment in accordance with organizational behavior analysis

### *Judgement ability and approach*

- be able to reflect and critically review the scientific foundation of the field of work- and organizational psychology
- be able to reflect on the limitations of methods and the conclusions that can be drawn, as well as being cautious when using methods and other procedures in practice
- be able to reflect critically around the professions ethical dilemmas and the psychologist's responsibility for the quality and consequences of his/her work as well as his/her role as a representative for the profession
- demonstrate the ability for a consultative approach

## **Content**

The course consists of three modules.

### **Work and organizational psychology, 7.0 hp**

Grading scale: VU

Module 1 consists of lectures and seminars that give an overview of the field of work- and organizational psychology. The module has a basic health perspective with a focus on the impact of work life factors on individuals' health, well-being and quality of work. During the lectures, a broad theoretical basis of key theories and concepts in the field is presented. Subjects that are addressed are for example psychosocial factors, stress, sleep and recovery, working environment with laws and regulations, organizational theories and the working life from a historical and social perspective. The module also focuses on research perspectives and methods for analysis and investigation.

### **Themes in work- and organization psychology, 4.0 hp**

Grading scale: GU

Module 2 consists of an optional advanced assignment that the students carry out in groups. The students choose a subject that is presented both in a written report and in an oral presentation in the class. The presentations include actively taking part in the presentations as well as giving and taking constructive criticism.

# Introduction to Organizational Behavior Management, 1.0 hp

Grading scale: GU

Module 3 consists of an introduction to behavioural-analytical organizational development (that the students work practically with during the course Work- and organizational psychology 2). The students should on their own contact an organisation and make an agreement about that they as consultants contribute in the implementation of an organizational change. The agreement should be documented written and be sent to the supervisor.

## Teaching methods

### *Module 1, Work- and organizational psychology*

The module consists partly of teacher-supervised lectures and seminars, partly of independent reading of the literature and assignments. There are reading instructions to the lectures and the students are encouraged to active participation by discussing and reflecting on the themes of the lectures. Compulsory written assignments occur, as well as compulsory attendance at lectures. The course coordinator decides whether, and if so how, absence from compulsory course elements can be made up.

### *Module 2, Themes in work- and organizational psychology*

The module consists of an independent project in groups with an optional advanced assignment. Supervision is given in the form of a group supervision at two occasions. The advanced assignment should be presented both in a written report and an oral presentation in the class. Attendance is compulsory at the students own presentations and at the presentations of other groups as well as giving feedback on other groups advanced assignments. The course coordinator decides whether, and if so how, absence from compulsory course elements can be made up.

### *Module 3, Introduction to behavioural-analytical organizational development*

The module consists of a compulsory introductory lecture to behavioural-analytical organizational analysis. The students should also contact an organisation and an make agreement about that they as consultants contribute in an organizational change. The agreement should be documented and sent to the supervisor. The course coordinator decides whether, and if so how, absence from compulsory course elements can be made up.

## Examination

The course is examined both individually and in groups, with both written and oral examinations and assignments.

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.

### *Module 1, Work- and organizational psychology*

The module is examined through

1) Written take-home examination.

Grades on the written take-home examination is: Pass with distinction (VG), Pass (G) or Fail (U).

To obtain the grade Pass on Module 1 is required at least the grade Pass on the written take-home examination as well as attendance at compulsory lectures/ presentations.

To obtain the grade Pass with distinction on Module 1, the grade Pass with distinction is required on the written take-home examination as well as attendance at compulsory lectures/presentations.

### *Module 2 Themes in work- and organizational psychology*

The module is examined through

1) Submission of a written report of the advanced assignment that has been carried out in groups

- 2) Oral presentation of the advanced assignment in group
- 3) Feedback on the advanced assignments of other groups

Grades on all assignments in module 2 (written report, participation in oral presentation and feedback) is: Pass (G) or Fail (U).

To obtain the grade Pass on module 2 is required the grade Pass on all assignments (written report, participation in oral presentation as well as feedback) as well as attendance at compulsory lectures/presentations.

### *Module 3 Introduction to behavioural-analytical organizational development*

The module is examined through

- 1) Written report of contact with organisation.

The report is assessed with the grade Pass (Pass) or Fail (U).

To obtain the grade Pass on module 3, the grade Pass on the report is required and attendance on compulsory lectures/ group meetings.

### *Course grade*

For Pass (G), requires the grade Pass (G) on all examinations and attendance on compulsory lectures and other compulsory work. For Pass with distinction (VG) on the whole course requires in addition to this the grade Pass with distinction (VG) on the written take-home examination in 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.

If there are special grounds, or a need for adaptation for a student with a disability, the examiner may decide to deviate from the syllabus's regulations on the examination form, the number of examination opportunities, the possibility of supplementation or exemptions from the compulsory section/s of the course etc. Content and learning outcomes as well as the level of expected knowledge, skills, and approach may not be changed, removed or reduced.

## **Transitional provisions**

The transition rules follow KI's local guidelines for examination.

## **Other directives**

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**

### **Mandatory literature**

#### **An introduction to work and organizational psychology : an international perspective**

*Chmiel, Nik; Fraccaroli, Franco; Sverke, Magnus*

Third edition : Chichester, West Sussex : Wiley Blackwell, 2017 - 536 pages

ISBN:978-1-119-16802-7 LIBRIS-ID:19975112

[Library search](#)

*Eklöf, Mats*

**Psykosocial arbetsmiljö : begrepp, bedömning och utveckling**

Upplaga 1 : Lund : Studentlitteratur, [2017] - 329 sidor

ISBN:9789144112954 LIBRIS-ID:19962383

[Library search](#)

Compulsory articles will be added. Announced at the course start.