



APPLIES TO ACADEMIC YEAR  
2002/2003

## EXC 1012 Scandinavian Work Life and Management

### Program

Exchange Program

### Responsible for the course

Tor Grenness

### Department

Communication - Culture and Languages

### Term

Fall, Spring

### ECTS Credits

6

The course is offered both in the fall and in the spring. We reserve the right to make changes in the course and the course literature.

### Objective

The main purpose of this course is to provide the students with an insight into Scandinavian work life and management. This will include a discussion of the economics, politics, social systems and culture in Scandinavia, in order to understand what is often referred to as "The Scandinavian Model", i.e. relatively stable labour relations, direct participation in work life, and a "passion" for equality.

The concept "Scandinavian Management" will be discussed and compared with other cultural-based management concepts, i.e. "Japanese" or "American Management".

An additional purpose of this course, then, is to provide the students with a comprehensive understanding of cross-cultural or comparative management, its theories and research.

### Prerequisites

### Compulsory literature

Tor Grenness. *Selected articles on comparative management*. Sandvika: BI forlag.  
Various hand-outs

### Recommended literature

### Course outline

1. Some necessary facts about Scandinavia
  - History
  - Politics
  - Economics
  - Culture
2. The Scandinavian Welfare State
3. Work Life in Scandinavia
  - Work reforms
  - Indirect and direct participation
  - Employee involvement and empowerment
4. Theories and research on comparative management
5. Scandinavian management

### Computer-based tools

### Course structure

The teaching consists of 32 lectures complemented by case work and workshops. Guest lecturers from Norwegian industry and public administration will be invited.

#### Field Study

The students are required to carry out a field study. Details relating to the field study will be provided when the course starts.

#### **Evaluation**

On completion of the course students are required to hand in a term paper.

#### **Evaluation code(s)**

EXC 10121 term paper which accounts for 100% of the grade in EXC 1012 Scandinavian Work Life and Management

#### **Aids at the examination**

All written aids are allowed.

#### **Makeup exam**

A re-sit is normally held at the end of the next course.