



APPLIES TO ACADEMIC YEAR 2004/2005

## ORG 9601 Organizational Psychology and Management

### Program

Bachelor's Program in Arts and Management, Bachelor of Management, Bachelor's Program in International Marketing, Bachelor of Management, Bachelor's Program in Market Communication, Bachelor of Management, Bachelor's Program in Marketing, Bachelor of Management, Bachelor's Program in Public Relations, Bachelor of Management, Bachelor's Program in Retail Management, Bachelor of Management, Bachelor's Program in Tourism and Service Management, Bachelor of Management, Bachelor in Business Administration, Bachelor of Management, Bachelor of Business Administration Program in Auditing, Bachelor of Management, Bachelor of Business Administration Program in banking and Finance, Bachelor of Management, Bachelor of Business Administration Program in Business Administration, Bachelor of Management, Bachelor of Business Administration Program in Business Journalism, Bachelor of Management, Bachelor of Business Administration Program in Business Law, Bachelor of Management, Bachelor of Business Administration Program in Finance, Bachelor of Management, Bachelor of Business Administration Program in IT-management, Bachelor of Management, Bachelor of Business Administration Program in Real Estate, Bachelor of Management, Bachelor of Science in Business (1. year), Bachelor of Management, Foundation Program in Business Administration, Bachelor of Management

### Responsible for the course

Øyvind Lund Martinsen

### Department

Leadership and Organizational Management

### Term

According to study plan

### ECTS Credits

6

### Objective

The purpose of this course is to give students an understanding of individuals' behavior and attitudes, how decisions are made, and how social interactions can be understood. The aim is to give the students a nuanced understanding of the most important psychological processes in organizations. This course also gives an introduction to theories of management and leadership. In this regard emphasis is placed on a broad frame of reference for managerial behavior and how this affects organizations in various ways.

### Prerequisites

No particular prerequisites are required.

### Compulsory literature

Kaufmann, Geir og Astrid Kaufmann. 2003. *Psykologi i organisasjon og ledelse*. 3. utg. Bergen: Fagbokforlaget. (Chapt. 2,3(74-90),4,5,6,7,8,9,12,13)

Martinsen, Øyvind, red. 2003. *Perspektiver på ledelse*. 2. utg. Oslo: Gyldendal Akademisk. (Chapt. 2,3,5,6,7,8,10,11,12,13)

### Recommended literature

The rest of the chapters from the textbooks.

### Course outline

- Motivation
  - Emotions
  - Personality
  - Perception
  - Learning
  - Problem solving, decision making and creativity
- Attitudes and job satisfaction
  - Group psychology
  - Leadership and social interaction

- From middle level to upper level leadership
- Power and influence
- Leadership styles and traits
- Leadership and human resource management
- Change management
- Information processing
- Gender and leadership
- Transformational leadership
- Self leadership

**Computer-based tools**

Computer-based tools are not used.

**Course structure**

The course covers 36 lecture hours + 6 hours of exercises. It is recommended that students form colloquium groups to work on practice projects. The course is also held through distance learning.

**Evaluation**

A five-hour individual written exam concludes the course.

**Evaluation code(s)**

ORG 96011 - written exam, which accounts for 100% of the grade in ORG 9601, 6 ECTS credits.

**Aids at the examination**

No aids are allowed.

**Makeup exam**

A makeup exam is held in every term (next ordinary exam).