



APPLIES TO ACADEMIC YEAR 2009/2010

ORG 3401 Organizational Behavior and Leadership

Programme

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

Responsible for the course

Department

Department of Leadership and Organizational Behaviour

Term

According to study plan

ECTS Credits

7,5

Language of instruction

Norwegian

Introduction

The effectiveness, profitability, and value of organisations, broadly defined, are dependent upon human competence, interplay, effort, and leadership. This course will thus include important and evidence based knowledge about human characteristics, processes, and leadership in complex work settings. In line with this, the course will e.g., cover issues like learning, motivation, perception, how human traits can be organized and how such processes and traits can be associated with e.g., job satisfaction, effort, and productivity. Moreover, the course will provide knowledge on groups and teams and as well as decision making, problem solving, and creativity. A special emphasis is put on theories of leadership, including leadership and change. Finally and beyond such perspectives, the course will include an introduction to organizational design and culture.

Learning outcome

Acquired knowledge:

The students shall acquire basic knowledge about psychological, organisational, and leadership theories relevant for work settings and for further studies in organisational theory and leadership.

Acquired skills:

The students shall become able to explain central psychological, organisational, and leadership concepts, processes, and theories and how they relate to efficiency in work settings.

Developed reflection:

The students shall develop an understanding about the *importance* of psychological characteristics and processes, and organisational conditions for optimal functioning in work settings.

Prerequisites

None.

Compulsory reading

Books:

Kaufmann, Astrid og Geir Kaufmann. 2009. Psykologi i organisasjon og ledelse. 4 utg. Bergen : Fagbokforlaget. (Hele boken er pensum)

Martinsen, Øyvind L., red. 2009. Perspektiver på ledelse. Oslo : Gyldendal akademisk. (Kap. 2-7, 9, 11-15 ca. 200 sider).

Recommended reading

Books:

De kapitler i læreboken som ikke er obligatoriske

Course outline

Organisational psychology

- Motivation
- Emotion
- Personality
- Perception
- Learning
- Problem solving, decision making and creativity
- Attitudes and job satisfaction
- Communication
- Groups

Organisational theory

- Organisational culture
- Organisational design

Leadership theory

- Leadership and management
- The leader's roles
- Power and influence
- Leader traits and leader style
- Contingency theories
- Leadership and competence
- Change leadership
- Gender and leadership
- Transformational leadership
- Team leadership
- Self leadership

Computer-based tools

The course requires that candidates use the communication platforms Blackboard and Apollon (depending on whether the candidates are enrolled in the ordinary course or in the distance learning course). The responsibility for an internet connection and the skills navigate on the communication platforms rest on the candidates.

Learning process and workload

1. Learning process. The course consists of 42 hours of lectures. During the lectures the main emphasis is put on central concepts, but will also give room for discussions, the use of small cases as aids for understanding, assignments, activities and more. Subsequent to the teaching sessions students' will work on assignments that will be briefly explained at the beginning of the next session.

2. Work load for the students

Activity	Workload (hours)
Lectures (participating in class)	42 hours
Reading the compulsory literature	84 hours
Assignments	42 hours
Reading recommended literature and colloquium work	27 hours
Final exam	5 hours
Total recommended time consumption	200 hours

BI distance learning

In the distance learning version of this course, teaching will consist of intensive teaching modules at the beginning of the term and before the exam takes place. At BI distance learning a study guide is used in addition to the compulsory course literature.

Use of hours

Activities	Use of hours
Lectures	42
Administration of learning activities	3
Alloted resource hours per 7,5 ECTS course	45

Examination

5 hours written exam.

Exam code(s)

ORG 34011 - Written exam, which accounts for 100% of the grade in ORG 3401 Organizational Behavior and Leadership, 7,5 ECTS credits.

Examination support materials

No aids are permitted.

Re-sit examination

A makeup exam is held every term.

Additional information