



APPLIES TO ACADEMIC YEAR 2012/2013

BIK 2910 Organizational Psychology and Management

Programme

Single courses

Responsible for the course

Stig Ytterstad

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 for organizations in a broad sense depend on human competencies, cooperation and management. This course will cover the most central and research-based knowledge on human capacities, processes and cooperation in a complex working life. The course will emphasize topics such as learning, motivation of people, perception, how human capacities can be categorized and how such capacities and processes can be linked to well-being, effort and productivity. Furthermore the course will give an insight to group and teamwork, characteristics of creativity, problem solving and decision-making. Besides psychological perspectives on organizations the course will refer to relevant topics about culture and design in organizations.

Learning outcome

Acquired knowledge

Students shall acquire basic theoretical knowledge related to psychology, management and organizational leadership, relevant to working life and to further studies in organizational and management subjects. In this regard emphasis is placed on a broad frame of reference for managerial behaviour and how this affects organizations in various ways.

Acquired skills

Students shall get an understanding of individuals' behaviour and attitudes, how decisions are made, and how social interactions can be understood. They shall be able to account for the concept of basic terms, and to plan for and conduct self-development within the part of the syllabus relating management.

Reflection

Students shall be able to recognize that psychological characteristics, processes and organizational conditions have great impact on how well a company works.

Prerequisites

None.

Compulsory reading

Books:

Kaufmann, Geir og Astrid Kaufmann. 2009. Psykologi i organisasjon og ledelse. 4. utg. Fagbokforlaget. (Utvalgte kapitler i samsvar med emnebeskrivelsen)
Martinsen, Øyvind L., red. 2009. Perspektiver på ledelse. 3. utg. Gyldendal akademisk. (Utvalgte kapitler i samsvar med emnebeskrivelsen)

Recommended reading

Articles:

De kapitler i lærebøkene som ikke er obligatoriske

Course outline

Organization psychology

Motivation	{OB} {OB}
Emotions	{OB} {OB} {OB} {OB}
Personality	{OB} {OB} {OB} {OB}

Perception (OBJ)(OBJ)(OBJ)
Learning (OBJ)(OBJ)(OBJ)
Problem solving, decision making and creativity
Attitudes and job satisfaction (OBJ)
Group psychology

Leadership and social interaction

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

Computer-based tools

itslearning.

Learning process and workload

This course includes 42 hours of teaching. 16 of these hours are dedicated to team and team development in PBL. Regular reading, participation in study groups, attendance at all lectures, are strongly recommended learning activities.

Examination

The marks in the course is based on following activities:

Part 1. A self-development report of maximum five pages. The report should describe goal, experiences and development during the course. This accounts for 30% of the mark in the course. The details on this are given when the course starts.

Part 2. An individual 72-hour written home exam that accounts for 70% of the final mark in this course.

Examination code(s)

BIK 29101 – 72 hours individual home-exam accounts for 100% of the mark in the course, 7.5 ECTS credits.

Examination support materials

All support materials are allowed, including TEXAS INSTRUMENTS BA II PlusTM.

Re-sit examination

Re-sit exam will be offered when needed.

Additional information