



APPLIES TO ACADEMIC YEAR 2012/2013

## **BIK 2934 Philosophy at Work**

### **Programme**

Single courses

### **Responsible for the course**

Øyvind Kvalnes

### **Department**

Department of Leadership and Organizational Behaviour

### **Term**

According to study plan

### **ECTS Credits**

7,5

### **Language of instruction**

Norwegian

### **Introduction**

This course applies philosophy and psychology as tools to address concrete challenges in the workplace. Dilemmas are studied in the light of philosophical and psychological concepts. How can the individual develop judgement and wisdom in order to cope with the everyday challenges at work? The participants become acquainted with theories and conceptual tools they can use in active reflection over their own practices. These will enable them to develop their performances at work, individually as well as collectively. During the course they will receive input from researchers as well as practitioners.

### **Learning outcome**

Knowledge:

The participants will become familiar with theories and concepts from three main research areas: Ethics, communication and social psychology. They will be introduced to conceptual tools from these areas, and become familiar with philosophical and psychological studies of human agency and human nature: How do we develop a personal morality and a conscience? How do we create a culture for constructive dialogue in the workplace? What are the factors that encourage people to perform with excellence?

Skills:

Through practical training the participants will develop the ability to tackle challenges in their own working environment. They will be able to analyze dilemmas and justify their choices under difficult circumstances. The course provides them with training in identifying possible areas of conflict and to articulate constructive alternatives. Thus they can become active contributors in the effort to build a good organizational culture in their own workplace.

Attitude:

Self understanding is all about seeing the connection between one's own principles and one's practice. This course will develop the participants' understanding of themselves and their relations to others. They will get the opportunity to place their own efforts at work within a broader social and personal context. This is all about defining the scope for individual responsibility and personal development.

### **Prerequisites**

None

### **Compulsory reading**

**Books:**

Kvalnes, Øyvind. 2008. *Se gorillaen! : etikk i arbeid*. 2. utg. Universitetsforlaget. 206 sider

Lai, Linda. 1999. *Dømmekraft*. Tano Aschehoug

Nygård, Roald. 2007. *Aktør eller brikke? : søkelys på menneskets selvforståelse*. 2. utg.

Cappelen

### **Collection of articles:**

Eget kompendium for kurset

### **Recommended reading**

### **Course outline**

The course is separated into three main themes, with underlying subthemes:

Ethics:

The requirements of moral development  
The tools of ethics  
Real and false dilemmas

Communication:

The prerequisites for dialogue  
Communication culture  
Praise and criticism

Social Psychology

Self understanding: Agent and pawn  
Fallible Man  
Self determination and autonomy

### **Computer-based tools**

itslearning

### **Learning process and workload**

### **Examination**

72 hours take home exam which might be the product of individual work, or a team of until 3 students.

### **Examination code(s)**

BIK 29341 72-hours take home exam accounts for 100 % of the grade in the course BIK 2934, 7,5 credits.

### **Examination support materials**

### **Re-sit examination**

Re-sit at the next ordinary exam

### **Additional information**