



APPLIES TO ACADEMIC YEAR 2012/2013

MAN 2932/2935/2936/2939 Teamwork and Leadership; Applied Organizational Psychology - RE-SIT EXAM

Programme

Final Master of Management Program, Master of Management Program

Responsible for the course

Department

Department of Leadership and Organizational Behaviour

Term

According to study plan

ECTS Credits

30

Language of instruction

Norwegian

Introduction

Teamwork and Leadership; Applied Organizational Psychology is a program about communication and teamwork between large groups, small groups and individuals in social settings.

Learning outcome

The overall objective of the program is to convey a general understanding of which forces in human relations that generate contentment, productivity and innovation.

Through theory, exercises and own experiences you will be challenged to learn about the human aspects of the organization and how they affect leadership performance. After the program you will have acquired applicable psychological knowledge for use in corporations and organizations where change occurs at an accelerated pace. You will have ample opportunity to reflect on your own experiences and improve your relational skills.

Through a continuous process the program presents psychological learning which offers rich opportunities for personal growth.

Prerequisites

Bachelor degree or equivalent and 4 years work experience. Please confirm our Student regulations.

Compulsory reading

Books:

Andersen, Jon Aarum. 2009. Organisasjonsteori : fra argument og motargument til kunnskap. Oslo : Universitetsforl. Ikke kapitlene 1,2, 9, 12, 13. 176 sider
Andersen, Jon Aarum. 2009. Organisasjonsteori : fra argument og motargument til kunnskap. Oslo : Universitetsforl. Ikke kapitlene 1,2, 9, 12, 13. 176 sider
Dyrkorn, Rigmor og Reidulf Dyrkorn. 2010. Innføring i gestaltveiledning. Teori, metoder, praktiske eksempler. Oslo: Universitetsforlaget. Ikke kap 2, 8, 9. 195 s
Dyrkorn, Rigmor og Reidulf Dyrkorn. 2010. Innføring i gestaltveiledning. Teori, metoder, praktiske eksempler. Oslo: Universitetsforlaget. Ikke kap 2, 8, 9. 195 s
Forsyth, Donelson R. 2010. Group dynamics. 5th ed. Belmont, Calif. : Wadsworth Publishing Company. Ikke kap 1, 15, 17. 437 s. Dette er hovedboken
Forsyth, Donelson R. 2010. Group dynamics. 5th ed. Belmont, Calif. : Wadsworth Publishing Company. Ikke kap 1, 15, 17. 437 s. Dette er hovedboken
Heinskou, Torben og Steen Visholm. 2004. Psykodynamisk organisationspsykologi: på arbejde under overfladen. København: Hans Reitzel. Bare kapittel 3, 6 og 9. 66 s. Teksten er på dansk
Heinskou, Torben og Steen Visholm. 2004. Psykodynamisk organisationspsykologi: på arbejde under overfladen. København: Hans Reitzel. Bare kapittel 3, 6 og 9. 66 s. Teksten er på dansk
Moxnes, Paul. 2001. Dyproller : helter, hekser, horer og andre mytologiske roller i

organisasjonen. 2. rev. utg. Oslo: Forl. Paul Moxnes. Kapittel 4-8. (Side 82-199). 118 s

Moxnes, Paul. 2001. Dyproller : helter, hekser, horer og andre mytologiske roller i organisasjonen. 2. rev. utg. Oslo: Forl. Paul Moxnes. Kapittel 4-8. (Side 82-199). 118 s

Moxnes, Paul. 2002. Angst og arbeidsmiljø: en studie av samspill. Rev. og utvidet utg. Oslo: P. Moxnes. Ikke kap 2-4, 8. 127 s

Moxnes, Paul. 2002. Angst og arbeidsmiljø: en studie av samspill. Rev. og utvidet utg. Oslo: P. Moxnes. Ikke kap 2-4, 8. 127 s

Moxnes, Paul. 2005. Positiv angst i individ, gruppe og organisasjon : et organisasjonspsykologisk perspektiv. 3. utg. Oslo : P. Moxnes. 220 s

Moxnes, Paul. 2005. Positiv angst i individ, gruppe og organisasjon : et organisasjonspsykologisk perspektiv. 3. utg. Oslo : P. Moxnes. 220 s

Moxnes, Paul. 2007. Fasett-mennesket : personlighet og rolle : et lederopplæringsperspektiv. Oslo : Forl. Paul Moxnes. 295 s.

Moxnes, Paul. 2007. Fasett-mennesket : personlighet og rolle : et lederopplæringsperspektiv. Oslo : Forl. Paul Moxnes. 295 s.

Sharp, Daryl. 1992. Personlighetstyper : C. G. Jungs typologi. Oslo : Paul Moxnes. 105 s

Sharp, Daryl. 1992. Personlighetstyper : C. G. Jungs typologi. Oslo : Paul Moxnes. 105 s

Thagaard, Tove. 2009. Systematikk og innlevelse: en innføring i kvalitativ metode. 3. utg. Bergen: Fagbokforlaget. Kapittel 1, 2, 3, 5 og 9. 108 s. For studenter i avsluttende studieløp

Thagaard, Tove. 2009. Systematikk og innlevelse: en innføring i kvalitativ metode. 3. utg. Bergen: Fagbokforlaget. Kapittel 1, 2, 3, 5 og 9. 108 s. For studenter i avsluttende studieløp

Young, Jeffrey E. and Janet S. Klosko. 1994. Reinventing your life : the breakthrough program to end negative behavior - and feel great again. New York : Penguin. Kap. 1-5 (side xi-57). 63 s. En selvhjelpsbok.

Young, Jeffrey E. and Janet S. Klosko. 1994. Reinventing your life : the breakthrough program to end negative behavior - and feel great again. New York : Penguin. Kap. 1-5 (side xi-57). 63 s. En selvhjelpsbok.

Collection of articles:

Brousseau, Kenneth R.; Driver, Michael J.; Hourihan, Gary; Larsson, Rikard. 2006. The seasoned executive's decision-making style. *Harvard Business Review*, 84(2). 110-121. 12s.

Brousseau, Kenneth R.; Driver, Michael J.; Hourihan, Gary; Larsson, Rikard. 2006. The seasoned executive's decision-making style. *Harvard Business Review*, 84(2). 110-121. 12s.

Cialdini, R.B. 2001. Harnessing the science of persuasion. *Harvard Business Review*, 79(9). 72-79. 9 s

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Ekeland, Tor-Johan. 2005. Roller: Organisasjonens skuespill. Kap 12 i S. Einarsen og A. Skogstad (red): Den dyktige medarbeider. Behov og forventninger. Bergen: Fagbokforlaget. 297-317. 20 s

Ekeland, Tor-Johan. 2005. Roller: Organisasjonens skuespill. Kap 12 i S. Einarsen og A. Skogstad (red): Den dyktige medarbeider. Behov og forventninger. Bergen: Fagbokforlaget. 297-317. 20 s

Larsen J.T.; McGraw A.P.; Mellers B.A.; Cacioppo J.T. 2004. The Agony of Victory and Thrill of Defeat: Mixed Emotional Reactions to Disappointing Wins and Relieving Losses. *Psychological Science*, 15(5). 325-330. 6 s

Larsen J.T.; McGraw A.P.; Mellers B.A.; Cacioppo J.T. 2004. The Agony of Victory and Thrill of Defeat: Mixed Emotional Reactions to Disappointing Wins and Relieving Losses. *Psychological Science*, 15(5). 325-330. 6 s

McAdams, Dan P. 2006. Life scripts, life stories. Chap 10 in Dan P. McAdams: The Person. A new introduction to personality psychology. 4. edition. John Wiley & sons. 386-426. 40 s

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McAdams, Dan P. 2006. Motives and goals: What do we want in life?. Chap 7 in Dan P. McAdams: The Person. A new introduction to personality psychology. 4. edition. John Wiley & sons. pp. 248-300. 52 s

McAdams, Dan P. 2006. Motives and goals: What do we want in life?. Chap 7 in Dan P. McAdams: The Person. A new introduction to personality psychology. 4. edition. John Wiley & sons. pp. 248-300. 52 s

Moxnes, Paul. 1999. Deep Roles: Twelve primordial roles of mind and organization. *Human Relations*, 52(11). 1427-1444. 15 s

Moxnes, Paul. 1999. Deep Roles: Twelve primordial roles of mind and organization. *Human Relations*, 52(11). 1427-1444. 15 s

Niederhoffer, K. G. & J. W. Pennebaker. 2002. Sharing ones's story: On the benefits of writing or talking about emotional experience. Fra Snyder, C. R. & Lopez, S. J. (Eds.). *Handbook of Positive Psychology*. Oxford University Press. 10 s

Niederhoffer, K. G. & J. W. Pennebaker. 2002. Sharing ones's story: On the benefits of writing

or talking about emotional experience. Fra Snyder, C. R. & Lopez, S. J. (Eds.). Handbook of Positive Psychology. Oxford University Press. 10 s

Rise, Jostein og Einarsen, Ståle. 2002. Å lede er å lede grupper: Sosial identitetsteori og ledelse. Kap 7 i A. Skogstad og S. Einarsen (red): Ledelse på godt og vondt. Bergen: Fagbokforlaget. 147-165. 18 s

Rise, Jostein og Einarsen, Ståle. 2002. Å lede er å lede grupper: Sosial identitetsteori og ledelse. Kap 7 i A. Skogstad og S. Einarsen (red): Ledelse på godt og vondt. Bergen: Fagbokforlaget. 147-165. 18 s

Schein, Edgar. 1987. Hvordan kultur oppstår og får sin form: teoretiske perspektiver. Kap 7 i E. Schein: Organisasjonskultur og ledelse. Oslo: Libro Forlag. Sidene 126-156. 30 s

Schein, Edgar. 1987. Hvordan kultur oppstår og får sin form: teoretiske perspektiver. Kap 7 i E. Schein: Organisasjonskultur og ledelse. Oslo: Libro Forlag. Sidene 126-156. 30 s

Recommended reading

Books:

Beck-Karlsen, Jo. 2003. Gode fagtekster : essayskriving for begynnere. Oslo : Universitetsforlaget. 158 s.

Beck-Karlsen, Jo. 2003. Gode fagtekster : essayskriving for begynnere. Oslo : Universitetsforlaget. 158 s.

Bråten, Stein. 2004. Kommunikasjon og samspill : fra fødsel til alderdom. 2. utg. Oslo : Universitetsforlaget. 290 s

Bråten, Stein. 2004. Kommunikasjon og samspill : fra fødsel til alderdom. 2. utg. Oslo : Universitetsforlaget. 290 s

Gladwell, Malcolm. 2005. Blink : intuisjonens kraft. Oslo : Gyldendal. 218

Gladwell, Malcolm. 2005. Blink : intuisjonens kraft. Oslo : Gyldendal. 218

Gladwell, Malcolm. 2009. Outliers: the story of success. New York : Little, Brown and co. 309 s. Finnes også på Kindle

Gladwell, Malcolm. 2009. Outliers: the story of success. New York : Little, Brown and co. 309 s. Finnes også på Kindle

Nijstad, Bernard A. 2009. Group performance. Hove : Psychology Press. 235 s. Finnes også på Kindle

Nijstad, Bernard A. 2009. Group performance. Hove : Psychology Press. 235 s. Finnes også på Kindle

Articles:

Abele, A.E & B. Wojciszke. 2007. Agency and communion from the perspective of self versus others. Journal of Personality and Social Psychology. 93(5). 751-763. 12 s

Abele, A.E & B. Wojciszke. 2007. Agency and communion from the perspective of self versus others. Journal of Personality and Social Psychology. 93(5). 751-763. 12 s

Mast, M.S & Hall, J.A. 2003. Anybody Can Be a Boss But Only Certain People Make Good Subordinates: Behavioral Impacts of Striving for Dominance and Dominance Aversion. Journal of Personality. 71(5). 871-892. 21 s

Mast, M.S & Hall, J.A. 2003. Anybody Can Be a Boss But Only Certain People Make Good Subordinates: Behavioral Impacts of Striving for Dominance and Dominance Aversion. Journal of Personality. 71(5). 871-892. 21 s

Van Vugt, Mark. 2006. Evolutionary Origins of Leadership and Followership. Personality and Social Psychology Review. 10(4). 354-371. 17 s

Van Vugt, Mark. 2006. Evolutionary Origins of Leadership and Followership. Personality and Social Psychology Review. 10(4). 354-371. 17 s

Other:

Monsen, Jon T. 1997. Silvan Tomkins affekt- og scriptteori. I S. Karerud og J.T. Monsen: Selvpsykologi. Ad Notam Gyldendal. 105-119. 15 s

Monsen, Jon T. 1997. Silvan Tomkins affekt- og scriptteori. I S. Karerud og J.T. Monsen: Selvpsykologi. Ad Notam Gyldendal. 105-119. 15 s

Course outline

- Group psychology: leadership and teamwork in and between work groups
- Reflective teams: roles and group fantasies
- Organizational development: innovation processes and survival strategies
- Personality and leadership: self-knowledge and human resources development
- Qualitative feedback: application of psychological knowledge

Computer-based tools

None.

Learning process and workload

The programme is conducted through five course modules, a total of 152 lecturing hours.

Project tutorials differ in each Master of Management program. It will consist of personal tutorials and tutorials given in class. Generally the students may expect consulting tutorials, not evaluating tutorials. The total hours of tutorials offered is estimated to one hour pr. students following an ordinary Master of Management program. For students taking the program as their final Master of Management program the tutorials offered are estimated to a total of three hours pr. student.

For administrative reasons the students are registered at the program code MAN 2933 in the first semester. In the second semester they are registered at the program codes MAN 2934 and MAN 2935 .

For students taking this program as the final Master of Management Program:

For administrative reasons the students are registered at the program code MAN 2937 in the first semester. In the second semester they are registered at the program codes MAN 2938 and MAN 2939 .

Examination

The students are evaluated through the following activities:

Assignments 15 pages fall and 15 pages spring. The assignments can be written individually or in teams of maximum three (3) students. The grades will together give one total grade.

Home exam: In addition the students are expected to write an individual 72 hour home exam (15 pages) . The home exam accounts for 12 credits.

All evaluations must be passed to obtain a certificate for the program.

For students taking this program as the final Master of Management Program the following applies:

Assignments (15+15+20 pages), one in fall and two in spring. The assignments must be written individually. The grades will together give one total grade.

Home exam: In addition the students are expected to write an individual 72 hour home exam (15 pages). The home exam accounts for 6 credit hours.

All evaluations must be passed to obtain a certificate for the program.

Examination code(s)

MAN 29321 - Assignment 1; counts for 1/3 to pass the program MAN 2932, 18 credits.

MAN 29322 - Assignment 2; counts for 2/3 to pass the program MAN 2932, 18 credits.

MAN 29351 - Homeexam; counts for 100 % to pass the program MAN 2935, 12 credits.

All evaluations must be passed to obtain a certificate for the program.

For students taking this program as the final Master of Management Program the following applies:

MAN 29361 - Assignment 1; counts for 25 % to pass the program MAN 2936, 24 credits.

MAN 29362 - Assignment 2; counts for 25 % to pass the program MAN 2936, 24 credits.

MAN 29363 - Assignment 3; counts for 50 % to pass the program MAN 2936, 24 credits.

MAN 29391 - Homeexam; counts for 100 % to pass the program MAN 2939, 6 credits.

All evaluations must be passed to obtain a certificate for the program.

Examination support materials

The students are encouraged to search for knowledge from the world wide web. Self- elected literature must gathered satisfy the academic level for executive master. Guidance and evaluation of self-elected literature will be given.

Re-sit examination

At the next ordinary exam.

The demand for 75% participation is not in force for students who already fulfilled the participation.

Additional information