Syllabus

for course at second level
Organizational Psychology
Organisationsinriktat psykologarbete

Course code: PSYY08
Valid from: Autumn 2010
Date of approval: 2008-05-20
Department: Department of Psychology
Subject: Psychology

Decision
Ratified by the Board of the Psychology Department, Stockholm University; 20-05-2008. The course plan is valid from the beginning of the autumn term 2010.

Prerequisites and special admittance requirements
Students must be enrolled on the Psychologist Program.

The course runs over terms 7 and 8. For admission to term 7 or higher the requirements are

• All courses and part modules from the terms before the last two must be wholly completed.
• All compulsory elements of the last two terms must be wholly completed, and at least 75% of credits in the last two terms must have been achieved.

If special reason exists exempt may be given by the Board of the Psychology Department.

Course structure

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Course content

8.1. Group development, 6 credits

This module focuses on practical exercises that influence group development, conflict/teamwork problems, and the management of a project group from an individual and group perspective. Special attention will be paid to psychological aspects of tuition, group, and leadership development. Instruction will also concern training on leading, supervising, teaching, and developing groups. Theoretical aspects of group work will addressed up together with issues surrounding the supervision of groups and report writing.

8.2 Learning in work life, 7.5 credits
This module aims to provide a theoretical and practical overview of the development of individuals, and group learning experience in working life. From an individual and group perspective certain description and analyses of psychological conditions, obstacles for learning, and development in different types of organizations will be discussed. For instance, this will comprise evaluation of competence development measures, where the student will make an analysis of the different aspects of knowledge in an organization. Such analysis will be presented both to the course leader and organization under analysis.

8.3 Working life change, 4.5hp

Working life and organisation changes constantly as new strategies and methods to organise and perform work are emphasised, subsequently research in this area changes relatively quickly as new concepts and phenomena come to the fore. This module aims to provide a general orientation and basic theoretical understanding regarding current issues in work and organization psychology by way of seminars and lectures together with a practical guide to research within this area. In addition, critical analysis of current research will be undertaken, so as to lay the grounded work for the thesis and the opposition that follows in module 8.4.

8.4 Organizational psychology: thesis, 7.5 credits

This module comprises a research based 'literature' study, where the student is required to identify a relevant issue (phenomena, or problem), motivate and show the relevance for organisational psychology, and break down the issues into a hypothetical cause and effect analysis. By way of a literature review examine (show, apply, and discuss) the declared approach of different theories and from a review of current research present a contemporary view of the chosen issue. This work should aim to show an integrated stance to current understanding based on the literature reviewed, i.e., knowledge gaps and future research requirements. The work should also present tentative conclusions in regard to how, based on current knowledge, the chosen issue can be acted upon within the organisation (i.e., parameterized). Such work will be conducted by scientific study and be presented in a written report.

Learning outcomes

On completing this course a student will be able to

- Display familiarity with theory and research on learning in organizations and group processes.
- Analyse the different need of competence of an organization - identify and focus on relevant aspects in the organisation.
- Prepare and return the results from this "training-analysis" to the organization under study.
- Verbally give feedback on other students work.
- Plan, implement, and evaluate the results of group exercises that arise from the specific group's particular needs and wishes.
- Show in writing and reflect on ones own roll in groups and organizations
- Relate practical work to established theory in relevant areas.
- Demonstrate theoretical knowledge about current phenomena in the work and organizational research field.
- Analyse possibilities, criticism, and consequences of different methods, research designs, and data sources.
- Analyse and critically review a scientific publication, and discuss the relevant merits and weaknesses (theoretical, methodological, and practical) of the research.

Education

Attendance in certain tutorials is compulsory. The precise form of tuition and course demands (compulsory exercises and assignments) will be specified in the module directives.

Forms of examination

Assessment will be by written report and viva voce examination, in the form of group work and individual study assignments. More precise details concerning grading criteria and examination will be provided in the instructions to each module.

Module 8.2 will be graded in terms of pass or fail. The grading scheme on the other modules (8.1, 8.3, and 8.4) and on for the course overall will use a seven point grading scheme, A to F. The overall grade for the whole course will comprise a weighted average of the grades obtained for each module.

For students that do not pass by way of the ordinary test occasions, further examination may be arranged in close...
proximity to the ordinary examination. Students that do not pass after two attempts, on some of the modules, have the right to request a different tutor be appointed to grade the modules. This request can be made to the Department Board.

Additional information
This course cannot be read as an independent course.

Required reading
The literature used on the course will be decided by the Department Board.