



## Change Management and Psychology Psykologi och förändringsledning

7.5 credits

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**Ladok Code:** 41T12B

**Version:** 1.0

**Established by:** Board of the department - Syllabus Committee 2011-06-17

**Valid from:** Autumn 2011

**Education Cycle:** First cycle

**Main Field of Study (Progressive Specialisation):** Industrial Economics (G1F)

**Disciplinary Domain:** Social sciences

**Prerequisites:** Meets the requirements for acceptance for the Industrial Engineering – International Business Engineering programme, 180 credits

**Subject Area:** Industrial Engineering and Management

**Grading Scale:** ECTS-credits

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### Content

The course deals with change within work activities/a work organisation. Different approaches to the concept of change are dealt with. The course also deals with industrial psychology subfields at individual, group and organisation levels. This includes e.g. motivation, conditions for willingness to change, and resistance to change. Change management based on various models and approaches is also addressed and dealt with.

### Learning Outcomes

After the course, students will be able to:

- describe various models for change management, as well as critical aspects of these
- give a critical account of different approaches to change
- describe the acceptance of change management by employees at individual, group and organisation levels
- account for and analyse the resistance to and defence against changes from individuals, groups and organisations, on the basis of various fundamental approaches to change
- discuss consequences for change management based on the choice of psychological scientific tradition

### Forms of Teaching

Teaching consists of lectures and seminars.

### Forms of Examination

The course will be examined through the following examination elements:

*Written exam*

Learning outcomes:

Credits: 7.5

Gradingscale: ECTS-credits

Individual written exam, Grading scale A- F ECTS grades (Swedish: U-V)

Student rights and obligations at examination are in accordance with guidelines and rules for the University of Borås.

### Literature and Other Teaching Materials

#### Literature

Cameron, E. & Green, M., (2004), Making sense of change management, a complete guide to the models, tools & techniques of organizational change , Kogan Page, 304 sid., E-bok

Benson, N., (2007), Introducing Psychology, Icon Books Ltd, 176 pp.

Articles and other materials in accordance with the course leader's instructions, approx. 200 pages

### **Student Influence and Evaluation**

The head of department and the course coordinator are responsible for ensuring that students' views on the course are systematically and regularly obtained. The results of the evaluations will be reported back to the students and will form the basis for the future structure of the course.

### **Miscellaneous**

The course is held in English.