



Change Management and Psychology Psykologi och förändringsledning

7.5 credits

Ladok Code: 41T12B

Version: 2.0

Established by: Education Committee 2014-12-12

Valid from: Spring 2015

Education Cycle: First cycle

Main Field of Study (Progressive Specialisation): Industrial Economics (GIN)

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: Seven-degree grading scale (A-F)

Content

The course is about change in a work activity/organization. Different views on change are dealt with. Different aspects of the concept of change will be treated. Within the course, sub areas of industrial organizational psychology at individual, group and organizational level are attended, inter alia motivation, conditions for inclination to change and resistance to change. Different models for and views on change management are discussed.

Learning Outcomes

The student shall after the course be able to:

1. *Knowledge and Understanding*

- 1.1 describe some different models of change management and critical aspects on these
- 1.2 critically give account of different views on change
- 1.3 describe and analyze the reception of change management by employees at individual, group and organization levels
- 1.4 give account of and analyze resistance and defence against change at individual, group and organization levels from different basic views on change

2. *Capabilities and Skills*

- 2.1 participate in a common project work
- 2.2 continuously report progress in a project organization and give an account of the final result

3. *Judgement and approach*

- 3.1 discuss the impact on change management of different choices of scientific traditions in Psychology
- 3.2 evaluate found strategies for change in relation to established theory in the actual area of knowledge

Forms of Teaching

The primary work mode is the project work with a group carrying through the project assignment, planning and follow up meetings with representatives from the project teams and the course management with the other participants as observers. This is supplemented with lectures.

The language of instruction is English.

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Forms of Examination

The course will be examined through the following examination elements:

Written exam

Learning outcomes:

Credits: 3

Grading scale: Seven-degree grading scale (A-F)

Project work

Learning outcomes:

Credits: 4.5

Grading scale: Seven-degree grading scale (A-F)

The course is examined by:

- Written exam - (Learning outcomes 1.1 - 1.4) 3 cr Grading Scale: E7
- Project work - (Learning outcomes 1.1, 1.3 -1.4, 2.1 – 2.2, 3.1 – 3.2

The total grading of the course is based on the written and oral presentation of the project work and the written exam.

The project work is graded with A-C, Fx and F. The written exam is graded with A-F. A total of C-E requires at least C for project work and C-E on written exam. A total of A or B requires at least B on project work and A or B respectively on written exam.

The grading scale for the course is A-F (ECTS)

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

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Literature and Other Teaching Materials

Cameron, E. & Green, M., (2012), Making sense of change management, a complete guide to the models, tools & techniques of organizational change , Kogan Page, 491 pp., paperback or E-book

Benson, N., (2008), Introducing Psychology, Icon Books Ltd, 176 pp.

Articles and other materials in accordance with the course leader's instructions.

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.