



LUND
UNIVERSITY

Faculty of Social Sciences

PSYN35, Psychology: Advanced Work and Organisational Psychology II, 7.5 credits

Psykologi: Avancerad arbets- och organisationspsykologi II, 7,5 högskolepoäng

Second Cycle / Avancerad nivå

Details of approval

The syllabus was approved by the board of the Department of Psychology on 2022-10-18 to be valid from 2023-03-14, autumn semester 2023.

General Information

The course is offered as an elective course in semester 3 of the Master's Programme in Psychology, 120 credits. The course is also offered as a freestanding course.

Language of instruction: English

Main field of studies

Psychology

Depth of study relative to the degree requirements

A1F, Second cycle, has second-cycle course/s as entry requirements

Learning outcomes

On completion of the course the student shall

Knowledge and understanding

- demonstrate in-depth knowledge of contemporary work- and organizational related narratives about work and societal change
- demonstrate in-depth knowledge of contemporary work- and organizational related theories of stress and motivation
- demonstrate in-depth knowledge of how changes in working life relate to various bio-psycho-social consequences
- demonstrate in-depth knowledge about psychological perspectives on leadership in organizations and group dynamics

Competence and skills

- demonstrate in-depth ability to independently communicate relevant theories and facts related to themes presented in the course
- demonstrate in-depth ability to independently analyze and assess change processes
- demonstrate in-depth ability to independently, critically, and systematically integrate knowledge from different sources and contexts
- demonstrate in-depth ability to independently and clearly communicate knowledge in writing as well as in oral presentations

Judgement and approach

- demonstrate in-depth ability to independently and critically comprehend how diverse and often multifaceted work and organizational problems and solutions may relate to different levels of analysis
- demonstrate in-depth ability to address work- and organizational problems and solutions from different scientific standpoints and comprehend associated possibilities and limitations

Course content

Society is constantly changing, and in the process, jobs are lost, transformed, and created. By extension both individual and collective ideas about work and health are challenged and sometimes revised. And to survive and thrive in this changing and increasingly digitalized and globally interdependent world, organizations need to be flexible and agile whereas individuals need to be adaptable and resilient.

A key to understanding how individuals and organizations deal with change is the leader and the associated leadership. This course provides knowledge and skills needed to understand, structure, and analyze contemporary work and organizational psychology issues that materialize in an ever-changing working life and that can affect individuals, groups, leaders, organizations, and society.

The course builds on the theoretical knowledge and skills acquired in the course Advanced Work and Organisational Psychology I. The course particularly addresses perspectives on leadership in organizations and the leader's role in the development of fair, functional, and healthy workplaces and/or organizations. Theories and research on motivation, group dynamics and psychological aspects of leadership and the potential implications in relation to common areas of friction that test leadership strength (e.g., managing an overburdened staff, dealing with bullying and harassment) are addressed and discussed. The topics may also include other concepts and constructs relevant to understanding leadership in an ever-changing work life (e.g., health, trust, ethical leadership, and feedback).

Course design

Teaching methods include lectures, seminars, casework, and exercises designed to translate theoretical knowledge into applied form. When possible and appropriate teaching methods may also include guest lecturers and study visits. Participation in seminars, caseworks and exercises are compulsory. Active participation in these teaching activities is necessary for achieving the learning outcomes.

Students who have not participated in compulsory activities due to circumstances beyond their control, such as accidents or sudden illness, will be offered the opportunity to compensate for the compulsory activities and/or participate at another

date if individual compensation is judged impossible. This also applies to students who have had to be absent because of duties as an elected student representative. In case of absence, irrespective of cause, it is the responsibility of the student to contact the course leader.

Assessment

Assessment is based on active participation in compulsory activities and written examinations. Three opportunities for examination are offered in conjunction with the course. Within a year of a major change or termination of the course, at least two further examination opportunities will be offered on the same course content. After that, students will be offered further examination opportunities but in accordance with the current course syllabus.

The examiner, in consultation with Disability Support Services, may deviate from the regular form of examination in order to provide a permanently disabled student with a form of examination equivalent to that of a student without a disability.

Subcourses that are part of this course can be found in an appendix at the end of this document.

Grades

Marking scale: Fail, E, D, C, B, A.

The grades awarded for the written examinations are A, B, C, D, E or Fail (A is the highest grade and E is the lowest passing grade). For the grade of E the student must show acceptable results. For the grade of D the student must show satisfactory results. For the grade of C the student must show good results. For the grade of B the student must show very good results. For the grade of A the student must show excellent results. For the grade of Fail the student has shown unacceptable results.

To receive a grade of Pass (at least E) on the entire course, students must receive a grade of at least E on all subcourses and must have participated in compulsory course components to a degree of at least 75 %.

At the start of the course students are informed about the learning outcomes stated in the syllabus and about the grading scale and how it is applied in the course.

Entry requirements

To be eligible for the course the student must be admitted to the Master of Science Programme in Psychology, 120 credits, including Advanced Work and Organisational Psychology I, 7.5, or have completed 150 credits, including a Bachelor's degree project in psychology or equivalent, and Advanced Work and Organisational Psychology I, 7.5 hp or equivalent. Oral and written language proficiency in English equivalent to English 6/B from Swedish upper-secondary school is a requirement. International qualifications will be assessed in accordance with national guidelines.

Subcourses in PSYN35, Psychology: Advanced Work and Organisational Psychology II

Applies from H23

- 2301 Advanced Work and Organisational Psychology II, 7,5 hp
Grading scale: Fail, E, D, C, B, A
- 2302 Seminars Advanced Work and Organisational Psychology II, 0,0 hp
Grading scale: Fail, Pass