



**LUND**  
UNIVERSITY

Faculty of Social Sciences

## **PSYP36, Psychology: Advanced Work and Organizational Psychology I, 15 credits**

*Psykologi: Avancerad Arbets- och organisationspsykologi I, 15 högskolepoäng*

**Second Cycle / Avancerad nivå**

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### **Details of approval**

The syllabus is an old version, approved by the board of the Department of Psychology on 2015-03-10 and was last revised on 2015-03-10. The revised syllabus applied from 2016-01-08, autumn semester 2016.

### **General Information**

The course is offered as a single subject second cycle course and can be included in a one or two-year Master degree with Psychology as the main subject.

*Language of instruction:* English

*Main field of studies*

Psychology

*Depth of study relative to the degree requirements*

A1N, Second cycle, has only first-cycle course/s as entry requirements

### **Learning outcomes**

On completion of the course, the student shall

#### **Knowledge and understanding**

- demonstrate an in depth knowledge of the psychological and social consequences of changes in working life
- demonstrate an in depth knowledge of the history of the stress and contemporary stress theories
- demonstrate an in depth knowledge of how stress may affect organizations and individuals in terms of performance, health and well-being
- demonstrate an in depth knowledge of the role of creativity, innovation, and creative leadership in organisations

- demonstrate an in depth knowledge of the role of motivation and performance in organisations and work life

### **Competence and skills**

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

### **Judgement and approach**

- demonstrate an in depth ability to independently and critically comprehend how diverse and often multifaceted work and organisational problems and solutions may relate to societal structures and contexts (e.g. gender, legislation, socio-economic position, culture, ethnicity)
- demonstrate an in depth ability to address work- and organizational problems and solutions from different scientific standpoints and comprehend associated possibilities and limitations

## **Course content**

Today both private companies and public organizations often adopt flexible organizational solutions in response to a rapidly changing and globally interdependent world. This course provides knowledge needed to comprehend the diverse and typically multifaceted work- and organizational problems and solutions that may arise in an uncertain and flexible work life.

### **Subcourse 1: Stress, Health, and Well-being in a Changing Work Life (6 Credits)**

This subcourse focuses on the exchanges between the workplace and its external environment and associated consequences. Changes in organisational structures, communication patterns, rules, standards, and individual demands may influence organisational and individual performance as well as health and well-being. Topics include the new world of work, theories of work-related stress, stress related health problems, health promotion and illness prevention.

### **Subcourse 2: Creativity, Innovation, and Creative leadership (6 Credits)**

This subcourse focuses on psychological perspectives on creativity, innovation and creative leadership in organisations. In addition, the organisational management of creativity, innovation and creative leadership and potential implications are addressed.

### **Subcourse 3: Motivation and Achievement (3 Credits)**

This subcourse focuses on motivation and performance in work- and organisational settings. Concepts, theories and research of motivation and performance achievement will be discussed and applied. In addition, psychological skills and strategies for performance enhancement will be addressed.

## Course design

Teaching methods include a combination of lectures, seminars, case work and exercises designed to implement theoretical knowledge into praxis. Seminars, case work and exercises are based on active participation from students and unless there are valid reasons to the contrary participation is compulsory. Students who have been unable to participate in mandatory components due to circumstances beyond their control, such as accidents or sudden illness will be offered the opportunity to compensate for or re-take compulsory components. This also applies to students who have had to be absent because of duties as an elected student representative. It is the responsibility of the student to contact the course leader in the case of such absence.

## Assessment

Assessment is based on three written reports for the three sub courses, and a written exam (all three sub courses). 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.

*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 exam 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.

The grades awarded for the written reports is Pass or Fail. For the grade of Pass the student must show acceptable results. For the grade of Fail the student has shown unacceptable results.

In order 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 the grade of Pass on the written report and must have participated in compulsory course components.

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 admission, students must have 150 higher education credits, including PSYK11 Psychology: Bachelor degree course, 30 higher education or equivalent.

Proficiency in English corresponding to English B/6 from Swedish upper secondary school can be demonstrated in one of the following ways:

- IELTS test with an average result of 6.5 and no section scoring less than 5.5
- TOEFL paper test with a result of 4.5 (max. 6) in the written part and a total result of 575; internet-based test with a result of 20 (max. 30) and a total of 90
- Cambridge/Oxford advanced certificate of proficiency
- Bachelor's degree from a university with English as the only language of instruction according to the International Handbook of Universities
- Pass in English B from a Swedish upper secondary school

## Subcourses in PSYP36, Psychology: Advanced Work and Organizational Psychology I

Applies from H17

- 1513 Stress, Health, and Well-being in a Changing Work Life, 6,0 hp  
Grading scale: Fail, E, D, C, B, A
- 1514 Written report; a Changing Work Life, 0,0 hp  
Grading scale: Fail, Pass
- 1515 Psychological Perspectives on Leadership, 6,0 hp  
Grading scale: Fail, E, D, C, B, A
- 1516 Written report; Psychological Perspectives on Leadership, 0,0 hp  
Grading scale: Fail, Pass
- 1517 Motivation and Achievement, 3,0 hp  
Grading scale: Fail, E, D, C, B, A
- 1518 Written report, Motivation and Achievement, 0,0 hp  
Grading scale: Fail, Pass

Applies from H16

- 1507 Stress, Health, and Well-being in a Changing Work Life, 6,0 hp  
Grading scale: Fail, E, D, C, B, A
- 1508 Written report; a Changing Work Life, 0,0 hp  
Grading scale: Fail, Pass
- 1509 Creativity, Innovation, and Creative Leadership, 6,0 hp  
Grading scale: Fail, E, D, C, B, A
- 1510 Written report; Creative Leadership, 0,0 hp  
Grading scale: Fail, Pass
- 1511 Motivation and Achievement, 3,0 hp  
Grading scale: Fail, E, D, C, B, A
- 1512 Written report, Motivation and Achievement, 0,0 hp  
Grading scale: Fail, Pass