Faculty of Social Sciences

PSYN30, Psychology: Advanced Work and Organisational Psychology I, 7.5 credits

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

Second Cycle / Avancerad nivå

Details of approval

The syllabus was approved by the board of the Department of Psychology on 2022-06-07 and was last revised on 2025-10-23 by Management group for the International Master Programme in Psychology. The revised syllabus comes into effect 2025-10-23 and is valid from the spring semester 2026.

General information

The course is offered as an elective course in semester 2 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 study	*Specialisation*
Psychology	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 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

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.

This course provides knowledge and skills needed to comprehend, structure, and analyze contemporary work- and organizational psychological issues that materialize in an ever-changing work life and which may affect individuals, groups, leaders, organizations, and the society. The focus in this course lies on the fit between the individual (or groups of individuals) and the external environment. Both changes in the external environment (e.g., altered work- and organizational arrangements) and changes within the individual (e.g., shifts in motivation, beliefs and/or competences) may influence the fit. A poor fit may negatively affect both proximal outcomes (e.g., stress, job satisfaction, well-being, health, and individual performance) and distal outcomes (e.g., social cohesion at work, group- and organizational performance, and sick listing). The topics, theories, and ways of working that are addressed during the course include, but are not limited to, the changing work life, work-related stress, coping, motivation, and prevention of stress related health problems.

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. Written examinations submitted after the specified deadline will be assessed using a restricted grading scale. The highest passing grade that can be awarded for a late submission is C. Three opportunities for examination are offered in conjunction with the course. Submissions at the second or third opportunity will be assessed according to the same restricted grading scale, meaning that the highest possible grade in these cases is also C.

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.

Grades

Grading scale includes the grades: U=Fail, E=Sufficient, D=Satisfactory, C=Good, B=Very Good, A=Excellent
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, or have completed 150 credits, including a Bachelor's degree project in psychology or the 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.