

Syllabus

for course at advanced level

Power, Change and Resistance in Organizations
Makt, förändring och motstånd i organisationer

**7.5 Higher Education
Credits**
7.5 ECTS credits

Course code:	FE5240
Valid from:	Spring 2014
Date of approval:	2013-12-02
Department	Stockholm Business School
Main field:	Företagsekonomi
Specialisation:	A1N - Second cycle, has only first-cycle course/s as entry requirements

Decision

This syllabus was approved by the Studies Committee at Stockholm University School of Business 20091203, last revised 2013-12-02.

Prerequisites and special admittance requirements

Bachelor's Degree on an undergraduate level consisting of at least 180 Higher Education Credits, or admitted to Business Administration IV-extended course, or Business Administration IV-one year master course, or equivalent.

Course structure

Examination code	Name	Higher Education Credits
5227	Power, Change and Resistance in Organizations	7.5

Course content

Change and struggle are central aspects of organizational life, and processes of organizational change are penetrated by expressions of power and resistance. Different organizational actors have different interests in managing change, and change initiatives may be met by a range of different responses - from compliance and commitment to resistance. The course therefore investigates the politics and ongoing struggle of organizational change and how this is enacted by managers, employees and other organizational stakeholders. Rather than providing "quick fix" solutions and alleged "best practices", the course takes a critical and analytical approach necessary to understand the complexity of organizational change. Key topics include manipulation, control and discipline, dissent, cynicism and misbehavior in processes of organizational change. The course consists of lectures, seminars, group work sessions, written assignments, and peer reviewing.

Learning outcomes

Intended Learning Outcomes

The course aims to help students develop an advanced understanding of the politics of organizational change. On successful completion of the course students should be able to:

Knowledge and understanding

1. Compare, contrast and critically discuss central ideas, theories and problems of power, change and

resistance in management and organization studies

Skills and abilities

2. Identify different sources of power and analyze how they may promote or undermine change and resistance;

3. Analyze how power and resistance is expressed in relation to processes of organizational change.

Judgement and approach

4. Reflect upon and evaluate the significance of power, change and resistance in modern organizations and societies.

Education

The course consists of a combination of lectures, seminars and group work and requires a significant portion of self-study on the part of students. Assessment for the course will be continuous and is carried throughout the different activities of the course.

The course workload (model: 40 hours per week equivalent to 1,5 ECTS) is allocated as follows:

Teacher-led lectures: 12 hours

Teacher-led seminars: 10 hours

Group work sessions: 30 hours

Peer Reviewing: 10 hours

Self-studies: 108 hours

Assessment: 30 hours

Total workload: 200 hours equivalent to 7,5 ECTS.

The language of instruction is English.

Please note that all teaching and learning activities - such as lectures, seminars, assignments and assessment tasks – are carried out in English when the language of instruction is English.

Forms of examination

Assessment for the course will be continuous and is carried throughout the different course activities. Each assessment task is weighted in relation to its importance in the overall assessment of the course. The student's results from the different assessment tasks are added up to a total course score that will then translate into the final grade for the course.

Assessment tasks

The course contains the following weighted assessment tasks:

1. Group work 1 or 2: assesses intended learning outcomes 1, 2, 3, 4; constitutes 15% of total course points.
2. Individual essay: assesses intended learning outcomes 1, 2, 3, 4; constitutes 15% of total course points.
3. Exam portfolio: assesses intended learning outcomes 1, 2, 3, 4; constitutes 50% of total course points.
4. Peer reviewing: assesses intended learning outcomes 2, 3; constitutes 10xx% of total course points.
5. Class participation; constitutes 10% of total course points.

Grading

After completion of the course, students will receive grades on a scale related to the intended learning outcomes of the course. Passing grades are A, B, C, D and E. Failing grades are Fx and F. A grade Fx can be

completed for a grade E.

A course comprises 0–100 course points. Receiving a final passing grade requires ≥ 50 course points. The scale for the final grade is tied to fixed score intervals: A: 90-100; B: 80-89; C: 70-79; D: 60-69; E: 50-59; Fx: 45-49; F: 45. The grades correspond to the total score points a student obtains (over a total of 100) for all the weighted assessment tasks combined as part of the continuous assessment for the course.

Each assessment task is awarded 0–100 points. The score for a single assessment task is the number of points multiplied by its percentage weight, and the combined total of score points for all weighted assessment tasks for the course are added up to a final score between 0 and 100 which then translates into a corresponding final course grade between A and F.

Assessment tasks 1, 2 and 3 are assessed on a 100-point scale.

Assessment tasks 4 and 5 assessed on a 100-point scale in three intervals:

- Pass with distinction: 80% = 100 points.
- Pass: 50% = 50 points.
- Weak: 50% = 0 points.

The student is responsible for completing the course's assessment tasks: that a sufficient amount of course points is earned and a passing course grade is obtained. The course's final assessment task can be taken twice: 1) during the course's first scheduled occasion; and, if a passing result (≥ 50 course points) was not achieved at the first occasion, 2) at the course's second, scheduled occasion. All other assessment tasks are offered once during the course.

A passing grade (A–E) in the course is obtained when a student has achieved ≥ 50 course points.

A failing grade (Fx or F) in the course is obtained when a student has not achieved ≥ 50 course points:

- If 45–49 course points are achieved, a grade Fx is obtained, which can be completed for a grade E within 3 semester weeks after receiving instructions from the course director. If a complementary task is not completed within this time limit, and the course's two final assessment tasks have been accomplished, the course grade Fx is confirmed, implying that the student must re-register for the course and that previously acquired course points are forfeited. Note that first-time registered students have priority access to the seminar groups.
- If 45 course points are achieved, a grade F is obtained, implying that the entire course must be retaken and that previously acquired course points are forfeited.

Re-registration implies that:

- first-time registered students have priority access to the course's group registration;
- the final assessment task can be re-assessed without attendance at any of the course's other learning activities and without points from the course's other assessment tasks accredited.

Students receiving a passing grade may not retake the final examination or complete a previously not completed assessment task to attain a higher grade. A passing grade may not be turned into a failing grade upon the request of a student.

Assessment criteria

Assessment criteria are designed as overall assessments, combined qualitative descriptions of what the student is expected to do in order to demonstrate how well the course's learning outcomes are achieved. The assessment criteria are based upon the general abilities as expressed in the degree objectives of the Higher Education Ordinance (appendix 2, System of Qualifications). The list of abilities below is a compilation of these degree objectives. To pass the course (grade E) students should demonstrate general ability to:

- recall, understand and explain course content, the course subject and its scientific basis and methodology;
- apply course content;

- critically analyse course content;
- problematise course content;
- orally and in writing, present and discuss course content;
- assess course content in terms of scientific, social, and ethical aspects;
- relate course content to current social issues;
- meet standards of written presentation and formal accuracy.

The following assessment criteria are used to decide to what extent students have demonstrated these abilities and hence fulfil the course's intended learning outcomes, whereby a grading decision can be made. A higher grade-level presupposes the abilities at lower levels.

A (Excellent) ☐

The student demonstrates ability to evaluate and relate to the content of the course from a comprehensive, critically reflective perspective, as well as to transfer and apply insights in new, meaningful contexts.

B (Very Good) ☐

The student demonstrates ability to, from an overarching and coherent perspective of the field, understand and use concepts to explain how different aspects of the course relate to each other, interconnect and become meaningful.

C (Good) ☐

The student demonstrates ability to discuss the content, tasks and complex issues dealt with in the course from several well-developed but mainly independent perspectives.

D (Satisfactory) ☐

The student demonstrates satisfactory ability to discuss the content, tasks and complex issues dealt with in the course in a way that, albeit in-depth and elaborate, is decidedly one-dimensional.

E (Sufficient) ☐

The student demonstrates sufficient ability to discuss the content, tasks and complex issues dealt with in the course in a way that is decidedly one-dimensional.

Fx (Fail) ☐

The student's knowledge, skills and abilities display minor flaws, overall or in significant parts.

F (Fail) ☐

The student's knowledge, skills and abilities display major flaws, overall or in significant parts.

Interim

If the course is discontinued, or its contents are substantially altered, students have the right to be examined according to this syllabus once per semester for three further semesters.

Limitations

This course may not be included in a degree together with a course, taken in Sweden or elsewhere, of identical or partially similar content.

Required reading

Required Reading

Buchanan, D. & Badham, R. (2008) Power, Politics, and Organizational Change: Winning the Turf Game. London: Sage. (pbk)

Fleming, P. & Spicer, A. (2007) Contesting the Corporation: Struggle, Power and Resistance in

Organizations. Cambridge: Cambridge University Press. (pbk)

A selection of academic articles (updated each semester, see the study guide).

Recommended Reading

A selection of academic readings (updated each semester, see the study guide).