



## Litteraturlista

### PEAPAO – introduktion till personal, arbete och organisation (15 hp)

#### Höst 2022

#### Obligatorisk litteratur

##### Juridik

Nyström, B. (2017). *EU och arbetsrätten 2017*, Wolters Klumer.

Calleman, C. (2011). Uppsägningar på grund av arbetsbrist i den ekonomiska krisen. I *Rätten i den ekonomiska krisen* (ed. C. Calleman). Uppsala: Iustus förlag, s 163-190.

##### Sociologi: Organisation & Kommunikation

Ahrne, G, N. Brunsson N. & D. Seidl 2016. Resurrecting organization by going beyond organizations. *European Management Journal*, 34(2), 93-101. <http://dx.doi.org/10.1016/j.emj.2016.02.003>

Ansari, S., Reinecke, J. & Spaan, A. 2014. "How Are Practices Made to Vary? Managing Practice Adaptation in a Multinational Corporation." *Organization Studies* 35(9):1313–41. <https://doi.org/10.1177/0170840614539310>.

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Bechky, B. A. 2011. "Making Organizational Theory Work: Institutions, Occupations, and Negotiated Orders." *Organization Science* 22(5). <https://doi.org/10.1287/orsc.1100.0603>

Chen, K. K. "Storytelling: An Informal Mechanism of Accountability for Voluntary Organizations." *Nonprofit and Voluntary Sector Quarterly* 42, no. 5 (October 2013): 902–22. <https://doi.org/10.1177/0899764012455699>.

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Jung, J. 2015. "Shareholder Value and Workforce Downsizing, 1981–2006." *Social Forces* 93(4):1335–1368, <https://doi.org/10.1093/sf/sou108>

Kellogg, Katherine C., Melissa A. Valentine, and Angele Christin. "Algorithms at work: The new contested terrain of control." *Academy of Management Annals* 14.1 (2020): 366-410.

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Weick, K. E., K. M. Sutcliffe och D. Obstfeld 2005. Organizing and the Process of Sensemaking. *Organization Science* 16(4): 409-421. <https://www.jstor.org/stable/25145979>

## Psykologi

### Pass 1 Downsizing

- van Dierendonck, D., & Jacobs, G. (2012). Survivors and victims, a meta-analytical review of fairness and organizational commitment after downsizing. *British Journal of Management*, 23, 96-109. DOI: 10.1111/j.1467-8551.2010.00724.x
- Morgan, J. I., & Harris, P. R. (2015). Evidence that brief self-affirming implementation intentions can reduce work-related anxiety in downsized survivors. *Anxiety, Stress, & Coping*, 28, 5, 563-575. DOI: 10.1080/10615806.2015.1004665
- van Dick, R., Drzensky, F., & Heinz, M. (2016). Goodbye or identify: Determental effects of downsizing on identification and survivor performance. *Frontiers in Psychology*, 7, 771. Doi: 10.3389/fpsyg.2016.00771
- Gandolfi, F. (2013). Workforce downsizing strategies, archetypes, approaches and tactics. *Journal of Management Research*, 13, 67–76.
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- Neves, P. (2014). Taking it out on survivors: Submissive employees, downsizing, and abusive supervision. *Journal of Occupational and Organizational Psychology*, 87, 507–534. DOI:10.1111/joop.12061
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- Schenkel, A., & Teigland, R. (2016). Why doesn't downsizing deliver? A multi-level model integrating downsizing, social capital, dynamic capabilities, and firm performance. *The International Journal of Human Resource Management*, DOI: 10.1080/09585192.2015.1130734
- Zatzick, C. D., Deery, S. J., & Iverson, R. D. (2015). Understanding the determinants of who gets laid off: Does affective organizational commitment matter? *Human Resource Management*, 54, 877–891. DOI:10.1002/hrm.21641
- Mishra, A. K., & Spreitzer, G. M. (1998). Explaining how survivors respond to downsizing: The roles of trust, empowerment, justice, and work redesign. *Academy of Management Review*, 3, 567-588.

### Pass 2 Motivation och prestation

- Andersson-Stråberg, T., Hellgren, J., & Sverke, M. (2005). Att få vad man förtjänar. Rättvisupplevelser i samband med individuell lönesättning. *Arbetsmarknad & Arbetsliv*, 2, 93-106.
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- Downes, P. E., & Choi, D. (2014). Employee reactions to pay dispersion: A typology of existing research. *Human Resource Management Review*, 24, 53-66.
- Eib, C., Falkenberg, H., Hellgren, J., Malmrud, S., & Sverke, M. (2020): What helps managers being fair? Predicting managers' self-reported justice enactment during pay setting using the ability-motivation-opportunity framework, *The International Journal of Human Resource Management*, 33, 2138-2169.
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- Gagne, M., & Deci, E. L. (2005). Self-determination theory and work motivation. *Journal of Organizational Behavior*, 26, 331–362.
- Latham, G. P., & Ernst, C. T. (2006). Keys to motivating tomorrow's workforce. *Human Resource Management Review*, 16, 181–198.

- Nordgren Selar, A., Falkenberg, H. Hellgren, J., Gagné, M., & Sverke, M. (2020). "It's [not] all 'bout the money": How do performance-based pay and support of psychological needs variables relate to job performance? *Scandinavian Journal of Work and Organizational Psychology*, 5(1), 1-14.
- Shaw, J. D., & Gupta, N. (2015). Let the evidence speak again! Financial incentives are more effective than we thought. *Human Resource Management Journal*, 25, 281-293.

## Pedagogik

Artiklar finns att ladda ner på [www.su.se/bibliotek](http://www.su.se/bibliotek)

### Pass 1 Kunskap och kompetens i arbetet

- Avby, G. (2018) *Att utveckla professionell expertis – en bok om kunskap och lärande*. Lund: Studentlitteratur. Kap. 3, s. 45-77.
- Avby, G. (2016). Organizing for Deliberate Practice Through Workplace Reflection. In: Billett, S., Dymock, D., Choy, S. (eds) *Supporting Learning Across Working Life. Professional and Practice-based Learning*, vol 16. Springer, Cham. [https://doi.org/10.1007/978-3-319-29019-5\\_4](https://doi.org/10.1007/978-3-319-29019-5_4)
- Billett, S. (2004), "Workplace participatory practices: Conceptualising workplaces as learning environments", *Journal of Workplace Learning*, Vol. 16 No. 6, pp. 312-324. <https://doi.org/10.1108/13665620410550295>
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- Ellström, PE., Kock, H. Competence development in the workplace: concepts, strategies and effects. *Asia Pacific Educ. Rev.* 9, 5–20 (2008). <https://doi.org/10.1007/BF03025821>
- Fenwick, T. (2003) Professional growth plans: possibilities and limitations of an organizationwide employee development strategy. *Human Resource Development Quarterly*, 14(1), 59-77. <https://doi.org/10.1002/hrdq.1050>
- Hager, P. (2011). Theories of Workplace Learning. In Malloch, M., Cairns, L., Evans, K. & O'Connor, B. (Eds.) *The Sage Handbook of Workplace Learning*. Thousand Oaks: Sage.
- Lindberg, O. & Rantatalo, O. (2015). Competence in professional practice: A practice theory analysis of police and doctors. *Human Relations*, vol 68(4), 561-582. <https://doi.org/10.1177%2F0018726714532666>
- Nilsson, S. & Ellström, P.-E. (2012). Employability and talent management: challenges for HRD practices. *European Journal of Training and Development*, vol. 36(1), 26-45. <https://doi.org/10.1108/03090591211192610>
- Poell, R.F. and Van Der Krogt, F. (2017), "Why is organizing human resource development so problematic? Perspectives from the learning-network theory (Part II)", *The Learning Organization*, Vol. 24 No. 4, pp. 215-225. <https://doi.org/10.1108/TLO-12-2016-0094>

### Pass 2 Organisera för förändring och lärande

- Alvesson, M. & Spicer, A. (2012) A stupidity-based theory of organizations. *Journal of Management Studies*, 49(7), 1194-1220. <https://doi.org/10.1111/j.1467-6486.2012.01072.x>
- Avby, G. (2018) *Att utveckla professionell expertis – en bok om kunskap och lärande*. Lund: Studentlitteratur. kap 5, s.97-114, kap. 7, s. 129-149.
- Avby, G. (2022), "An integrative learning approach: combining improvement methods and ambidexterity", *The Learning Organization*, Vol. ahead-of-print No. ahead-of-print. <https://doi.org/10.1108/TLO-10-2021-0127>
- Kotter, J.P. (1995) Leading change: why transformation efforts fail. March-April.
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- Sanders, K., van Riemsdijk, M. & Groen, B. (2008). The gap between research and practice: a replication study on the HR professionals' beliefs about effective human resource practices, *The International Journal of Human Resource Management*, 19(10), 1976-1988.
- Tenhiälä, A., Giluk, T.L., Kepes, S., Simón, C., Oh I.-S., & Kim, S. (2014). The Research-Practice Gap in Human Resource Management: A Cross-Cultural Study. *Human Resource Management, Human Resource Management*, 55(2), 179-200.
- Wallo, A., Ellström, P. and Kock, H. (2013), "Leadership as a balancing act between performance- and development-orientation: A study of managers' and co-workers' understanding of leadership in an industrial organisation", *Leadership & Organization Development Journal*, Vol. 34 No. 3, pp. 222-237. <https://doi.org/10.1108/01437731311326666>