

Anbefalt litteratur for PSYK321

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1 – UiB betaler allerede for ressursen, finnes gjennom søk i Oria

2 – Boken må kjøpes av studenten, eventuelt lånes på biblioteket

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Bøker:

Organization Development (2006). Joan V. Gallos, redaktør
Samlet sider anbefalt pensum i boken: 633 sider. (Boken fås kjøpt på Akademika)

PART One The OD field: Setting the Context, Understanding the Legacy

Kap 1	What is Organization development? R. Beckhard (3-12) (10 s.)
" 2	Where did OD come from? W. Warner Burke s. (13-38) (27 s.)
" 3	Revolutions in OD: The new and the new, new things. P.H. Mirvis (39-88) (48 s.)
" 4	Theories and Practices of Organization Development. J.R. Austin & J.M. Bartunek (89-128) (27 s.)

PART Two The OD Core: Understanding and Managing Planned Change

Kap. 5	Kurt Lewin and the planned approach to change: A reappraisal B. Burnes (133-157) (25 s.)
" 6	Effective intervention activity. C. Argyris (158-184) (27 s.)
" 7	Action Research: Rethinking Lewin L. Dickens and K. Watkins (185--201) (17 s.)
" 8	Action Learning and Action Science. Are they different? J.E. Raelin (202-222) (21s.)
" 9	Toward a theory of positive organizational change. D.L. Cooperrider and L.E.Sekerka, (223-238) (16s.)
" 10	Leading change: Why transformation efforts fail. J.P. Kotter (239-251) (13s.)
" 11	The congruence model of change. D.A. Nadler (252-262) (11s.)

PART Three The OD Process: Diagnosis, Intervention, and Levels of Engagement

Kap. 12	Teaching smart people how to learn. C. Argyris (267-287) (21 s.)
" 15	Understanding the power of position: A Diagnostic Model. M.J. Sales (322-343) (22s.)
" 16	Reframing complexity: A four-dimensional approach to organizational

	diagnosis; development, and change. J. V. Gallos. (344-362) (21s.)
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PART Four: OU Consulting: Leading Change from the Outside

Kap. 17	Masterful consulting. K. Merron (365-384) (20 s.)
“ 18	Flawless consulting. P. Block (385-396) (12 s.)
“ 19	The organization development contract. M. Weisbord (397--408) (10 s.)
“ 20	The facilitator and other facilitative roles. R. Schwarz (409-433) (23 s.)

PART Five: OD Leadership: Fostering Change from the Inside

Kap. 22	Reframing change: Training, realigning, negotiating, grieving, and moving on. L.G. Bolman & T.E. Deal (447-469) (23 s.)
“ 23	What constitutes an effective internal consultant? A. Weiss (470-484) (15 s.)
“ 24	Reversing the lens: Dealing with different styles when you are the boss. G. Boccialetti (485--500) (16 s.)
“ 25	Relations with superiors: The Challenge of “managing” a boss. J. Kotter (501-517) (17 s.)
“ 26	Enlist others. J. Kouzes & B. Posner (518-540) (23s.)

PART Six: OD Focus: Organizational Intervention Targets

Kap. 29	Designing work: Structure and process for learning and self-control. M. Weisbord (583-601) (19 s.)
“ 30	Making it happen: Turning workplace vision into reality. F. Becker & F. Steele (602-613) (12 s.)
“ 31	So how can you assess your corporate culture? E.G. Schein (614-633) (20 s.)
“ 32	What makes people effective? E.E. Lawler (634-655) (22 s.)
“ 34	Developing the individual leader. J. Conger & B. Benjamin (681-704) (24 s.)

PART Seven: OD Purpose and Possibilities: Seeing the Forest for the Trees

Kap. 37	Diversity as strategy D.A. Thomas (748-764) (17 s.)
“ 38	The Leader’s new work: Buildig Learning P.M. Senge (765-793) (29 s.)

PART Eight: OD and the Future: Embracing Change and New Directions

Kap. 41	Emerging Directions: Is there a new OD? R.J. Marshak (833-841) (9 s.)
“ 42	The future of OD? D.L. Bradford & W.W. Burke (842-857) (16 s.)
“ 47	The healthy organization. R. Beckhard (950-952) (3 s.)

Artikler og bokkapitler (Finnes på Mi Side for MAPSYK321 i katalogen MAPSYK321)

Samlet sider anbefalt pensum i denne samlingen er 497 sider.

1	Armenakis, A. A., Harris, S.G., Mossholder, K.W. (1993) Creating Readiness for Organizational Change . Human Relations, Vol. 46, No. 6. (681-703) (23 s.)
2	Block, P. (2000) Ethics and the Shadow Side of Consulting. Flawless consulting. A guide to getting your expertise used . USA: Jossey-Bass. (307-326) (20 s.)
3	Elias, S.M. (2009) Employee Commitment in Times of Change: Assessing the Importance of Attitudes Toward Organizational Change . Journal of Management, 35 (37-55) (19 s.)
4	Oreg, S. (2006) Personality, context, and resistance to organizational change . European Journal of Work and Organizational Psychology, Vol. 15, No. 1. (73-101) (29 s.)
5	Weick, K. E., Quinn, R.E. (1999) Organizational change and development . Annu. Rev. Psychol, Vol. 50. (361-386) (26 s.)
6	van den Heuvel, M., Demerouti, E., Bakker, A.B., Schaufeli, W.B. (2013) Adapting to change: The value of change information and meaning-making Journal of Vocational Behavior Vol. 83(1). (11–21) (11 s.)
7	Griffin, M.A., Parker, S.K., Mason, C.M. (2010). Leader Vision and the Development of Adaptive and Proactive Performance: A Longitudinal Study . Journal of Applied Psychology Association, Vol. 95, No. 1. (174–182) (9 s.)
8	Saksvik, P.Ø., Danielsen Tvedt, S., Nytrø, K., Robstad Andersen, G., Kvernberg Andersen, T., Pettersen Buvik, M., Torvatn, H. (2007). Developing criteria for healthy organizational change, Work & Stress: An International Journal of Work, Health & Organisations . Work & Stress, Vol. 21, No. 3. (243 – 263) (21 s.)
9	Yukl, G., Gordon, A., Taber, T. (2002). A Hierarchical Taxonomy of Leadership Behavior: Integrating a Half Century of Behavior Research <i>Journal of Leadership & Organizational Studies</i> Vol. 9, No. 1. (15-32) (18 s.)
10	Waclawski, J. (2002) Large-scale Organisational Change and Performance: an empirical examination . Human Resources Development Quarterly, 13(2). (289-305) (17 s.)

11	Van dam, K., Oreg, S., Schyns, B., 2008. Daily Work Contexts and Resistance to Organisational Change: The Role of Leader–Member Exchange, Development Climate, and Change Process Characteristics. Applied Psychology: An International Review, 57 (2). (313–334) (22 s.)
12	Engelstad, P.H. (1995). Fra dialogkonferanser til utviklingsorganisasjon. Virkemidler i aksjonsforskning og bedriftsutvikling. I O. Eikeland & H.D. Finsrud (red.) Forskning og handling. Søkelys på aksjonsforskning (161-210) (52 s.)
13	Qvale, T.U. Fra feltforsøk med selvstyrte grupper i industrien til dagens utviklings organisasjoner og utviklingskoalisjoner. Pålshaugen, Ø., Qvale, T.U. (2000) (red.) Forskning og bedriftsutvikling – nye samarbeidsforsøk. Arbeidsforskningsinstituttet, Oslo. (1-28) (28 s.)
14	Thorsrud, E., Emery, F.E.,(1969) Mot en ny bedriftsorganisasjon. Eksperimenter i industrielt demokrati. Oslo, Johan Grundt Tanum Forlag. (9–30) (22 s.)
15	Gustavsen, B. & Sørensen, B.A. (1995). Aksjonsforskning. I O. Eikeland & H.D. Finsrud (red.) Forskning og handling. Søkelys på aksjonsforskning (55-80) (26 s.) (Tidl. publisert i H. Holter & R. Kalleberg (1982), Kvalitative metoder i samfunnsforskning, Universitetsforlaget.)
16	Judge, T.A. & Piccolo, R.F. (2004). Transformational and transactional leadership: a meta-analytic test of their relative validity. Journal of applied psychology, 89, (755-768)
17	Skogstad, A. (2015) Lederevalueringer: Hvor gode og effektive er de? Fagbokforlaget, Skogstad, A., Einarsen, S., (red) Ledelse på godt og vondt. Kap.15. (323-338) (22 s.)
18	Popper, M., (2005) Main principles and practices in leader development. Leadership & Organization Development Journal, Vol. 26 No. 1. (62-75) (14 s.)
19	Shamir, B. (2011). Leadership takes time: some implications of (not) taking time seriously in leadership research. Leadership Quarterly, 22, 307 – 315.
20	Collins,D.B., Holton III, E.F., (2004) The Effectiveness of Managerial Leadership Development Programs: A Meta-Analysis of Studies from 1982 to 2001. Human Resource Development Quarterly, Vol. 15, No. 2. (217-248) (32 s.)
21	Day, DV, Fleenor, J.W., Atwater, L.E., Sturm, R. E., McKee, R.A. (2014). Advances in leader and leadership development: Areview of 25 years of research and theory. Leadership Quarterly, 25, s. 63 -82.
22	Jamieson, D., Gellermann, W. (2006) Values, Ethics, and OD Practice. The NTL handbook of organization development and change: Principles, Practices, and Perspectives. Brenda B. Jones, Michael Brazzel (red.) Kap.3. (46-65) (20 s.)
23	Myungweon, C., (2011) Employee’s Attitudes toward Organizational

	change: a Literature Review. Human Resource Management, Vol. 50, No. 4. (479 – 500) (20 s)
24	Skarlicki, D.P.,Folger,R., (1997) Retaliation in the Workplace: The Roles of Distributive,Procedural, and Interactional Justice. Journal of Applied Psychology, Vol. 82, No. 3. (434-443) (10 s.)
25	Mount, M., Scullen, S.E.,(2001) Multisource Feedback Ratings: What Do They Really Measure? How people evaluate others in organizations. London, M., (ed.) (155-176) (22.s)
26	Rønning, R.,(2015) AFF Solstrandprogram: Ufordrende lederutvikling gjennom 60 år? Fagbokforlaget, Skogstad, A., Einarsen, S., (red.) Ledelse på godt og vondt. Kap.16. (339-367) (20 s.)
27	Rønning, R.,(2013) Utvikling av ledelse eller utvikling av ledere? Konsekvenser av AFFs Lederundersøkelse. Kap.18. (431-449) (19 s.) Rønning, R., Brochs-Haukedal, W.,Glasø, L., Berge Matthiesen, S., (red): Livet som leder. Lederundersøkelsen 3.0. Fagbokforlaget,Bergen.