Anbefalt litteratur for MAPSYK321

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Bøker:

Organization Development and Change.
Av Worley, Christopher (pepperdine University) - Thomas Cummings - Christopher Worley. Samlet sider: 797. Anbefalt pensum i boken: 607 sider. (Boken fås kjøpt på Akademika)

General Introduction to Organization Development (1-17) (17 s)

Kap 1	Organization Development Defined
	The Growth and Relevance of Organization Development
	A Short History of Organization Development
	Evolution in Organization Development

Overview of Organization Development. The Nature of Planned Change (21-42)(21 s)

Kap. 2	Theories of Planned Change
	General Model of Planned Change
	Different Types of Planned Change
	Critique of Planned Change

The Organization Development Practitioner (45-66) (21 s)

Kap.3	Who is the Organization Development Practitioner?
	Competencies of an Effective Organization Development Practitioner
	The professional Organization Development Practitioner
	Professional Values
	Professional Ethics

The Process of Organization Development. Entering and Contracting (75-87) (12 s)

Kap.4	Entering into an OD Relationship
	Developing a Contract
	Interpersonal Process Issues in Entering and Contracting

Diagnosing (89-119) (30 s)

Kap.5	What is Diagnosis?
	The Need for Diagnostic Models
	Open-Systems Model
	Organization-Level Diagnosis
	Group-Level Diagnosis
	Individual-Level Diagnosis

Collecting, Analyzing, and Feeding Back Diagnostic Information (123-154**) (**31s**)**

Kap. 6	The Diagnostic Relationship
	Collecting Data
	Sampling
	Analyzing Data
	Feeding Back Data
	Survey Feedback

Designing Interventions (157-175) (18 s)

Kap. 7	Overview of Interventions
	What Are Effective Interventions?
	How to Design Effective Interventions

Managing Change (179-205) (26 s)

Kap. 8	Overview of Change Activities
	Motivating Change
	Creating a Vision
	Developing Political Support
	Managing the Transition
	Sustaining Momentum

Evaluating and Institutionalizing Organization Development (207-229) (22 s)

Kap. 9	Evaluating Organization Development Interventions
	Institutionalizing Organizational Changes

Human Process Interventions. Interpersonal and Group Process Approaches (165-293) (128 s)

Kap. 10	Diagnostic Issues in Interpersonal and Group Process Interventions
	Process Consultation
	Third-Party Interventions
	Team Building

Organization Process Approaches (297-319) (22 s)

Kap. 11	Diagnostic Issues in Organization Process Interventions
	Organization Confrontation Meeting
	Intergroup Relations Interventions
	Large Group Interventions

Technostructural Interventions. Restructuring Organizations (339-371) (32 s)

Kap. 12	Structural Design
	Downsizing
	Reengineering

Employee Involvement (375-399) (24 s)

Kap. 13	Employee Involvement: What is it?
	Employee Involvement Interventions

Work Design (403-429) (26 s)

Kap. 14	The Engineering Approach
	The Motivational Approach
	The Sociotechnical Systems Approach
	Designing Work for Technical and Personal Needs

Human Resource Interventions. Performance Management (439-468) (29 s)

Kap. 15	A Model of Performance Management
	Goal Setting
	Performance Appraisal
	Reward Systems

Talent management (473-493) (20 s)

Kap. 16	Coaching and Mentoring
	Management and Leadership Development Interventions
	Career Planning and Development Interventions

Workforce Diversity and Wellness (497-516) (19 s)

Kap. 17	Workforce Diversity Interventions
	Employee Stress and Wellness Interventions

Strategic Change Interventions. Transformational Change (529-563) (34 s)

Kap. 18	Characteristics of Transformational Change
	Organization Design
	Integrated Strategic Change
	Culture Change

Continuous Change (569-601) (32 s)

Kap. 19	Dynamic Strategy Making
	Self-Designing Organizations
	Learning Organizations
	Built-to-Change Organizations

Transorganizational Change (605-632) (27 s)

Kap. 20	Transorganizational Rationale
	Mergers and Acquisitions
	Strategic Alliance Interventions
	Network Interventions

Future Directions in Organization Development (731-747) (16 s)

Kap. 23	Trends Within Organization Development
	Trends in the Context of Organization Development

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** *Journal of Leadership & Organizational Studies Vol. 9, No. 1.* (15-32) (18 s.)
10	Waclawski, J. (2002) **Large-scale Organisational Change and Performance: an empirical examination.** Human Resources Development Quaterly, 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.)

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27	Rønning, R.,(2013) **Utvikling av ledelse eller utvikling av ledere? Konsekvenser av AFFs Lederundersøkelse. Kap.18. (431-449) (19 s.)** I Rønning, R., Brochs-Haukedal, W.,Glasø, L., Berge Matthiesen, S., (red): **Livet som leder. Lederundersøkelsen 3.0.** Fagbokforlaget,Bergen.