

PSYK106

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Personalpsykologi / Personnel psychology

Proposed curriculum from book chapters and journal papers listed in Norwegian and English. Most of the objectives (learning outcomes) are covered in Norwegian book chapters and journals but not all.

Introduksjon til Personalpsykologi: Historie og metodegrunnlag, sentrale problemstillinger og begreper. Haukedal, W. (2010) Organisasjonsatferd som tema. Arbeids- og lederpsykologi. Kap. 1-3, s.13-45 (32 s.)	Introduction to Personnel and work psychology: History and methodological foundations. Arnold, J. & Randall, R. (2016) Theory, research and practice in work psychology. In Work Psychology. Understanding Human Behaviour in the Workplace. Chapter 1 & 2, pp 1–77 (77p.)
Emosjonar si tyding i leiar-medarbeidar relasjonen - Glasø, L. (2002). Emosjoner i organisasjoner og ledelse. I A. Skogstad & S. Einarsen (red.). Ledelse på godt og vondt. Bergen: Fagbokforlaget. (24 s.) - Glasø, L. (2008). Det emosjonelle samspillet i leder-medarbeider-relasjonen. Tidsskrift for Norsk Psykologforening, 3, 240-248. (9 s.) - Vie, T., & Glasø, L. (2008). Følelsesregulering som et jobbkrav. Magma, Tidsskrift for økonomi og ledelse, Nr. 6, 93-100. (8 s.)	The importance of emotions in the leader-follower relationship - Glasø, L. (2008). Emotion regulation in leader-follower relationships. European Journal of Work and Organizational Psychology, 17, 482-500 (19p.) - Fineman, S. (1993). Organizations as Emotional Arenas. In S. Fineman (Ed.) Emotion in Organizations. Chapter 1, pp. 9-35(28 p.) - Glasø, L. & Einarsen, S. (2006). Experienced affects in leader-subordinate relationships. Scandinavian Journal of Management, 22, 49-73 (24p.)
Etikk i arbeidslivet, medrekna tydinga av organisatorisk varslings «whistle blowing» i arbeidslivet Marnburg, E. (2016). Etikk og verdivalg i arbeidslivet. I S. Einarsen & A. Skogstad. Den dyktige medarbeider. Behov og forventninger. Kap. 10, s. 245-300- (55 s.)	Ethics in working life, including the meaning of "whistleblowing" at work - Trevino, L.K., den Nieuwenboer, N.A., Kish-Gephart, J. J (2014). (Un)Ethical Behavior in Organizations. Annu.Rev.Psychol. 65:635-60. (25p.) - Stouten, J., van Dijke, M. Mayer, D.M. de Cremer, D., Euwema, M.C. (2013). Can a leader be seen as too ethical?

Matthiesen, S.B. & Bjørkelo, B. (2008). Sladrehank skal selv ha bank: Om “whistleblowing” I norsk arbeidsliv. Tidsskrift for norsk psykologforening, 45, 318-328 (11 s.)	The curvilinear effects of ethical leadership. The Leadership Quarterly 24, 680-695. (15p.) - Lefkowitz, J. (2003). Ethics and Values in Industrial-Organizational Psychology. Chapters 3, 4 and 5, pp. 40-130 (91p.) - Marnburg, E. (2001). The Questionable Use of Moral Development Theories in Studies of Business Ethics. Discussion and Empirical Findings. Journal of Business Ethics. August, 32, 275-283. (9p.) - Hersh, M.A. (2002). Whistleblowers – Heroes or traitors? Individual and collective responsibility for ethical behaviour. Annual Reviews in Control, 26, 243-262 (20p.) - Newell, S. (2002). Creating the healthy organization. Well being, diversity & ethics at work. London; Thompson. Chapter 8-9, pp.191 - 222. (30p.)
Gjennomtrekk «turnover» i arbeidslivet Matthiesen, S.B. (2016). Arbeidsglede i hverdagen: Hva skaper jobbtilfredshet og jobbengasjement hos arbeidstakere. I S. Einarsen & A. Skogstad. Den dyktige medarbeider. Behov og forventninger. Kap. 7, s 167-194 (27 s.)	Turnover in working life - Arnold, J. & Randall, R. (2016) Attitudes at work. In Work Psychology. Understanding Human Behaviour in the Workplace. Chapter 6, pp 209-264 (55p.) <i>The chapter is also relevant for psychological contracting and organizational commitment.</i> - Peterson, S.L. (2004). Toward a Theoretical Modell of Employee Turnover: A Human Resource Development Perspective. Human Resource Development Review, Volo. 3, September, 209-227 (19p.) - Hom, P.W., Mitchell, T.R., Lee, T.W., Griffeth, R.W. (2012). Reviewing Employee Turnover: Focusing on Proximal Withdrawal States and an Expanded Criterion. Psychological Bulletin, Vol. 138, No. 5, 831–85 (54p.)
Karriere og karriereutvikling, medrekna sosialisering til arbeidslivet Dagsland, A.H.B. & Einarsen, S. (2016). Sosialisering av unge til	Career and career development, including the socialization of employees Arnold, J. & Randall, R. (2016) Career and career management. In Work

arbeidslivet. I S. Einarsen & A. Skogstad. Den dyktige medarbeider. Behov og forventninger. Kap. 17, s. 413-439) (26 s.) Hansen, H.H. (2016). Karriere- og talentutvikling i organisasjoner. I S. Einarsen & A. Skogstad. Den dyktige medarbeider. Behov og forventninger. Kap. 15, s. 371-390 (19 s.)	Psychology. Understanding Human Behaviour in the Workplace. Chapter 13, pp 537 – 584 (47p.) Chao, G.T. (2012) Organizational socialization: background, basic, and a blueprint for adjustment at work. In Kozlowski, The Oxford Handbook of Organizational Psychology. Chapter 18, pp 579-614 (35p.)
Kjenneteikn ved dyktige og kompetente medarbeidarar versus kontraproduktive og destruktive medarbeidarar - Skogstad, A & Einarsen S (2016). Den gode medarbeider: Høy kompetanse og ekstraordinær innsats. I S. Einarsen & A. Skogstad. Den dyktige medarbeider. Behov og forventninger. Kap. 6, s. 147-16 (18 s.) - Einarsen, S., Nielsen, M.B., Raknes, B.I., & Skogstad, A. (2016). Den destruktive medarbeider: Utro tjener, slitsom kollega og notorisk unnsamluntrer I Einarsen & Skogstad. Den dyktige medarbeider. Behov og forventninger. Kap. 11 s. 275-300 (25 s.)	Characteristics of competent and extraordinary subordinates versus contra productive and destructive subordinates - Kurz, R. & Bartram, D. (2002). Chapt.10: Competency and individual performance: Modelling the world of work. In I.T. Robertson, M. Callinan, & D. Bartram Organizational effectiveness. London: Wiley. (pp. 227-255) (29 s.) - Organ, Posdakoff & MacKenzie (2006). The study of OCB: its Roots, Structure, and Frameworks. In Organ, Posdakoff & MacKenzie Organizational Citizenship Behavior. Is nature, Antecedents, and Consequences. Chapter 2, pp. 15-41 (26p.) - Sackett, P.R. & DeVore, C.J (2001). Counterproductive Behaviors at Work. In N. Anderson, D.S. Ones, H.K. Sinangil (eds.) Handbook of Industrial, Work and Organizational Psychology. Volume 1, Personnel psychology. London: Sage Publications (chapter 8, pp. 145-164) (22p.) - Strassberg, Z. (2001). Understanding, assessing, and intervening with problem employees. In M. London (ed). How People Evaluate Others in Organizations. London: Lawrence Earlbaum Associates. pp. 253- 277 (25p.)
Rollen som arbeidstaker Ekeland, T.J. (2016). Roller: Organisasjonens skuespill. I Einarsen & Skogstad. Den dyktige medarbeider. Behov og forventninger. Kap 9 s. 223-244 (21 s.).	The role as an employee - Ostroff, C. (2012) Person-Environment Fit in Organizational Settings. In Kozlowski, The Oxford Handbook of Organizational Psychology Chapter 12, pp 373-408 - Arnold, J. & Randall, R. (2016) Work-

Haukedal, W. (2010). Roller og normer. Arbeids- og lederpsykologi. Kap 8, 207-228 (21 s).	related stress and well-being. In Work Psychology. Understanding Human Behaviour in the Workplace (Chapter 10, pp 416 – 417 (2 p.) <i>The rest of the chapter is relevant for “influence of personality factors on work”</i>) Kahn, R.L. Wolfe, D.M., Quinn, R.P.Snoek, J.D., Rosenthal, R.A. (1964). Organizational Stress: Studies in role conflict and ambiguity. Chapter 2, page 11-35 (24p.)
Læring og kompetanseutvikling i arbeidslivet Manger, T. (2016). Individuelle forutsetninger for læring i arbeidslivet. I Einarsen & Skogstad. Den dyktige medarbeider. Behov og forventninger. Kap 3 s. 81-99 (18 s.).	Organizational learning and development - Arnold, J. & Randall, R. (2016) Training and development. In Work Psychology. Understanding Human Behaviour in the Workplace. Chapter 9, pp 343–375 (47 p.) - McKenna, E. (2012). Occupational psychology/human resource techniques: Reward, training and development. In Business Psychology and Organizational Behavior. Chapter 19, pp 682-727 (45p.)
Løn og belønningsmetodar i arbeidslivet - Aarø, L.E. (2016). Motivasjon i arbeidslivet: Et behovsteoretisk perspektiv. I S. Einarsen & A. Skogstad. Den dyktige medarbeider. Behov og forventninger. Kap 4, s. 101-126 (25 s.) - Haukedal, W. (2016). Lønn, belønning og innsatsvilje. I S. Einarsen & A. Skogstad. Den dyktige medarbeider. Behov og forventninger. Kap 14, s. 349-369 (20 s.) - Kuvaas, B (2008) Prestasjonsbasert belønning og motivasjon. I B. Kuvaas (red.). Lønnsomhet gjennom menneskelige ressurser. Evidensbasert HRM (34 s.)	Rewards and performance appraisal at work - Arnold, J. & Randall, R. (2016) Approaches to work motivation and work design. In Work Psychology. Understanding Human Behaviour in the Workplace. Chapter 7, pp. 265 – 308 (43p.) - Boselie, P (2010). Compensation. In Boselie, P. Strategic human resource management. A balance Approach. Chapter 9, pp. 189-207 (18p.) - Kohn, A. (1996). Why Incentive Plans Cannot Work. (s. 512-518). I R. M. Steers, L. W. Porter & Bigley, G. A (ed.). Motivation and leadership at work. New York: McGraw-Hill (6p.)
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Psykologiske kontraktar og organisatorisk tilhøyre («organisational commitment») Skogstad, A. (2016). Psykologiske kontrakter mellom arbeidstakere og deres overordnede: Drivkraften for måloppnåelse. I S. Einarsen & A. Skogstad. Den dyktige medarbeider. Behov og forventninger. Kap. 8, s. 195-221 (26 s.)	Psychological contracting and organizational commitment - Arnold, J. & Randall, R. (2010) Attitudes at work (“the psychological contract”). In Work Psychology. Understanding Human Behaviour in the Workplace. Chapter 6, pp. 209 – 263 (10 p.) - Conway, N & Briner, R.B (2005). How does the Psychological Contract Affect behaviour, Attitudes, and Emotion? The Importance of Psychological Contract Breach. Chapter 5, pp. 63-87 (24 p.)
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