



School of Economics and Management

## **FEKH46, Business Administration: Leadership and Change Management, 7.5 credits**

*Företagsekonomi: Ledarskap och change management, 7,5  
högskolepoäng*  
First Cycle / Grundnivå

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### **Details of approval**

The syllabus was approved by The Board of the Department of Business Administration on 2014-05-20 and was last revised on 2017-10-16 by Academic Director of Studies at Department of Business Administration. The revised syllabus applies from 2017-10-16, autumn semester 2017.

### **General Information**

This course is an elective course in Business Administration at the advanced undergraduate level. The course can be studied within the Bachelor Programme in Business Administration and Economics as well as an independent-subject course.

*Language of instruction:* English

*Main field of studies*

Business Administration

*Depth of study relative to the degree requirements*

G2F, First cycle, has at least 60 credits in first-cycle course/s as entry requirements

### **Learning outcomes**

The course emphasizes the central concepts and traditions in organization studies and aims to equip students with skills for investigating and researching organizational practice in particular in the areas of leadership and the management of change. Above all, the course seeks to develop analytical (problem-identifying) and decision making (problem-solving) skills required to manage and lead in complex situations as well as to develop methodological proficiencies. The course emphasizes the significance of the quest for leadership whether one works in a specialist role or in a formal leadership position. In addition to investigating various aspects of leadership and change management, the course also underlines the importance of analyzing and understanding organizations as multiple perspective phenomena.

### **Knowledge and understanding**

A passing grade on the course will be awarded to students who:

- Have a thorough knowledge and understanding of the perspectives, theories and concepts that are presented throughout the course.
- Show deepened knowledge and understanding of leadership and the dynamics between leaders and followers.
- Understand relations between various organizational dimensions, i.e. the strategic dimension related to leadership, control and HRM.
- Show basic methodological knowledge in organization and leadership.

### **Competence and skills**

A passing grade on the course will be awarded to students who:

- Show ability to communicate on issues, debates and problems in the field both orally and in writing.
- Have developed a deeper knowledge of leadership and staff membership through journal articles and research oriented books as well as the more popular press.
- Show ability to communicate on issues, debates and problems in the field both orally and in writing.
- Show ability in problem identification and problem solving, both in a group and individually.

### **Judgement and approach**

A passing grade on the course will be awarded to students who:

- Show insight in the meaning of a reflexive and nuanced analysis.
- Can choose a relevant perspective for undertaking an empirical analysis.
- Can choose relevant empirical material.

### **Course content**

The main objectives of the course are to train, develop and mentally prepare the students to take active participation as leaders as well as co-workers in various organizations. This will entail the idea that organizations can be managed and studied through different perspectives which offer possibilities for reflection and different understandings of organizational phenomena. A topic in particular focus will be leadership, the understanding of which is essential whether one works in a specialist role or in a formal leadership position. In addition to investigating various aspects of leadership, the course also underlines the importance of analyzing and understanding organizations as multiple perspective phenomena. Topics also covered will include human resource management, motivation, managing change and identity in organizations.

The course is built around two main components; the first of these is theoretical, where students gain knowledge on different theoretical perspectives on leading organizations and the management of change. The second part of the course is

geared towards methodology whereby the students will draw on a selected case study organization of their choice; formulate a research problem and analyse empirical material. This course content and structure will prepare students in roles as practitioners as well as furthering their skills in studying and investigating organizational phenomena.

## Course design

The goal of developing an advanced understanding of organisations in practice is furthered throughout the course by lectures and case analysis through seminars. The methodological element of the course is also strengthened through the students selecting their real live case organisation for further exploration and investigation. The teaching is based consistently on active student participation at theory and case seminars.

## Assessment

The course will be examined by means of a written examination undertaken at the end of the course. This examination will consist of both case questions and theory questions. Students will also be examined by means of their performance during the seminars and a group assignment. Attendance at the seminars will be compulsory.

The examiner, in consultation with Disability Support Services, may deviate from the regular form of examination in order to provide a permanently disabled student with a form of examination equivalent to that of a student without a disability.

*Subcourses that are part of this course can be found in an appendix at the end of this document.*

## Grades

Marking scale: Fail, E, D, C, B, A.

Grade (Definition) Points or % out of maximum points. Characteristic.

A (Excellent) 85-100. A distinguished result that is excellent with regard to theoretical depth, practical relevance, analytical ability and independent thought.

B (Very good) 75-84. A very good result with regard to theoretical depth, practical relevance, analytical ability and independent thought.

C (Good) 65-74. The result is of a good standard with regard to theoretical depth, practical relevance, analytical ability and independent thought and lives up to expectations.

D (Satisfactory) 55-64. The result is of a satisfactory standard with regard to theoretical depth, practical relevance, analytical ability and independent thought.

E (Sufficient) 50-54. The result satisfies the minimum requirements with regard to theoretical depth, practical relevance, analytical ability and independent thought, but not more.

F (U) (Fail) 0-49. The result does not meet the minimum requirements with regard to theoretical depth, practical relevance, analytical ability and independent thought.

Some occasional examination elements of the course may have the grading scale pass (D) / fail U(F).

*Plagiarism is considered to be a very serious academic offence. The University will take disciplinary actions against any kind of attempted malpractice in examinations and assessments. The penalty that may be imposed for this, and other improper practices in examinations or assessments, includes suspension from the University for a specific period of time.*

## **Entry requirements**

Admission to the course requires a successfully completed course in Business administration of 1-30 ECTS credits and that the student has been registered and followed courses of Business administration at the 31-60 credits level.

## **Further information**

The course FEKH46 cannot be combined with FEKH40, FEKH41, FEKA23 or FEK544 in a degree.

In case of closure of the course: Within three semesters after the course closure there will be offered three additional occasions for examination of respective examination part of the course, for students with no successful result. Note that after this you can get a certificate only regarding completed examination parts.

## Subcourses in FEKH46, Business Administration: Leadership and Change Management

Applies from H15

- 1411 Group assignment, 2,5 hp  
Grading scale: Fail, E, D, C, B, A
- 1412 Written exam, 5,0 hp  
Grading scale: Fail, E, D, C, B, A

Applies from H14

- 1401 Leadership and Change Management, 7,5 hp  
Grading scale: Fail, E, D, C, B, A