



Faculty of Arts and Social Sciences  
Business Administration

# Syllabus

## Strengthen Organizational Change Capability

<b>Course Code:</b>	FEAD32
<b>Course Title:</b>	Strengthen Organizational Change Capability <i>Att stärka organisationers förändringskapacitet</i>
<b>Credits:</b>	5
<b>Degree Level:</b>	Master's level
<b>Progressive Specialisation:</b>	Second cycle, has only first-cycle course/s as entry requirements (A1N)

**Major Field of Study:**  
FOA (Business Administration)

### Course Approval

The syllabus was approved by the Faculty of Arts and Social Sciences 2025-03-06, and is valid from the Autumn semester 2025 at Karlstad University.

### Prerequisites

A degree of Bachelor of at least 180 ECTS credits in a main area of study in Technology, Natural Science, Social Science, or the Humanities, including a degree project of at least 15 ECTS credits at the G2E level, or 90 ECTS credits in Business Management as part of the Master programme (SACEK), and upper secondary level English 6 or B, or equivalent

### Learning Outcomes

Upon completion of the course, students should be able to:

1. use and discuss concepts, models, theories, and perspectives related to entrepreneurship and intrapreneurship as well as organisational development and change,
2. explain, analyse, and reflect critically upon different tools for change and organisational development, and
3. select, apply, and develop relevant tools for initiating and implementing change in businesses, other types of organisations, and society.

**Content**

The course describes the development of various perspectives within entrepreneurship and intrapreneurship, as well as organisational development and change. The course includes discussion and analysis of key concepts, models, theories, and tools, and how these are used in both research and practice. Important parts of the course address change processes, including supportive tools to achieve development and transformation. Throughout the course, concepts such as organisational ambidexterity—that is, the ability to manage both operations and innovation—are explored, as well as hidden obstacles to strategy implementation and concrete methods to strengthen the capacity for change in organisations.

**Reading List**

See separate document.

**Examination**

Assessment is based on written and oral assignments, completed individually and in groups, and presented and discussed in seminars.

If students have a decision from Karlstad University entitling them to Targeted Study Support due to a documented disability, the examiner has the right to give such students an adapted examination or to examine them in a different manner.

**Grades**

One of the grades Distinction (VG), Pass (G), or Fail (U) is awarded in the examination of the course.

**Quality Assurance**

Follow-up relating to learning conditions and goal-fulfilment takes place both during and upon completion of the course in order to ensure continuous improvement. Course evaluation is partly based on student views and experiences obtained in accordance with current regulations and partly on other data and documentation. Students will be informed of the result of the evaluation and of any measures to be taken.

**Course Certificate**

A course certificate will be provided upon request.

**Additional information**

The local regulations for studies at the Bachelor and Master levels at Karlstad University stipulate the obligations and rights of students and staff.