



Faculty of Arts and Social Sciences  
Business Administration

## Syllabus

### Improving organisational capacity for change. Theory and practical tools

<b>Course Code:</b>	FEAD96
<b>Course Title:</b>	Improving organisational capacity for change. Theory and practical tools <i>Stärk organisationens förändringsförmåga! Teori och praktiska verktyg</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 2022-05-12, and is valid from the Autumn semester 2022 at Karlstad University.

#### Prerequisites

90 ECTS credits in the social, behavioural, or natural sciences, with at least 30 ECTS credits at the G2F level or higher, and at least two years of work experience in a relevant field, plus upper secondary level English 6, or equivalent

#### Learning Outcomes

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

1. discuss concepts, models, theories, and perspectives in entrepreneurship and intrapreneurship as well as organisational development and change,
2. analyse and reflect critically upon different tools for organisational change and

development,

3. select and apply relevant tools to address current challenges in businesses, other organisations, and society, and

4. produce and present reports in accordance with academic standards.

### **Content**

The course covers the development of and different perspectives in entrepreneurship and intrapreneurship as well as organisational change and development. Key concepts, models, theories, and tools are discussed and analysed, as are the ways in which these are used in research and practice. Processes of change are foregrounded, including the building blocks and supportive tools that are necessary to achieve change and development.

The students participate actively in discussions and group assignments. The course content is partly co-created with the students as they apply concepts, models, theories, and tools to their own experiences. Instruction is in the form of lectures, seminars, and discussions. The course requires independent study, continual reading, and active participation and reflection.

### **Reading List**

See separate document.

### **Examination**

All learning outcomes are assessed on the basis of written and oral, individual and group assignments that are presented and discussed in mandatory 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.