

COURSE SYLLABUS

HR in Organisational Change, 7.5 credits

HR i organisatorisk förändring, 7,5 högskolepoäng

Course Code:	L1HIOC	Education Cycle:	First-cycle level
Confirmed:	Apr 29, 2026	Disciplinary domain:	Social sciences
Valid From:	Aug 31, 2026	Subject group:	Business Administration
		Specialised in:	G1F First cycle, has less than 60 credits in first-cycle course/s as entry requirements
		Main field of study:	Business Administration, Psychology

Intended Learning Outcomes (ILO)

On completion of the course, the student should be able to:

Knowledge and Understanding

- explain key perspectives on the role of HR in organisational change
- describe theoretical and practical approaches to facilitating and supporting group processes in organisational change
- analyse interventions in organisational change situations

Skills and Abilities

- apply tools and models to support and structure work processes during organisational change
- apply communication relevant to organisational development and change
- design scaffolding for organisational change situations

Judgement and Approach

- critically reflect on the role of HR as a change agent, including ethical and relational aspects
- evaluate limitations and potentials of different models for organisational change

Content

- Theoretical perspectives on organisational change
- HR roles in organisational change initiatives
- Tools and methods for supporting group processes
- Organisational culture, values, and identity as contexts for interpreting change processes
- HR dilemmas in change processes: advocacy, neutrality, and relational complexity

Type of Instruction

The teaching consists of lectures, seminars and exercises performed individually or in groups.

A learning management system is used.

Students who have been admitted to and registered for a course have the right to receive instruction/supervision for the duration of the time period specified for the particular course instance to which they were accepted. After that, the right to receive instruction/supervision expires.

Language of instruction is English.

Entry Requirements

General entry requirements and 30 credits in Business Administration or Psychology including organisational theory, or the equivalent. English proficiency is required. Exemption is granted from the requirement in Swedish.

Examination and Grades

The course is graded A, B, C, D, E, FX or F.

The examination is based on the intended learning outcomes.

The grades A, B, C, D and E are all passing grades. For courses with more than one element of examination, students are given a final grade based on an overall assessment of all the elements included in the course. The final grade of the course is issued only when all elements of examination have been passed.

The forms of examination are seminar and individual examination.

The examination must allow for students to be assessed on an individual basis. Further information concerning assessment of specific intended learning outcomes and grading criteria is provided at the beginning of the course.

The individual examination decides the final grade of the complete course. For a passing grade on the course, the student needs a G on the seminars, and an E on the individual examination.

Registration of examination:

Name of the Test	Value	Grading
Seminars ²	3.5 credits	G/U
Individual examination ¹	4 credits	A/B/C/D/E/FX/F

¹ Determines the final grade of the course, which is issued only when all course units have been passed.

² Grading scale: Pass (G), Fail (U)

Course Evaluation

The instruction is followed up throughout the course. A course evaluation is conducted at the end of the course. A summary and comments are published in the learning management system. The evaluation constitutes a basis for future improvements to the course.

Other Information

Students are guaranteed a minimum of three attempts to pass an examination, including the regular attempt.

If a student has failed the same examination three times, the student can request that the next attempt be graded by a new examiner. The decision to accept or reject such a request is made by the associate dean of education. A student may not make a second attempt at any examination already passed in order to receive a higher grade.

In case a course is terminated or significantly altered, examination according to the earlier syllabus shall be offered on at least two occasions in the course of one year after the termination/alteration.

The examiner has the right to give an adapted examination or let the student carry out the examination in an alternative way provided that the intended learning outcomes can be secured and that there are exceptional reasons for this, including the student's right to targeted study support.

Course Literature

Please note that the course literature may be revised up to eight weeks before the start of the course.

Burke, Warner, W. (2017). *Organization change: Theory and practice*. Sage Publications. 564 p.

Schwarz, Roger. (2017). *The skilled facilitator: A comprehensive resource for consultants, facilitators, managers, trainers, and coaches* (3rd ed.). John Wiley & Sons. 416 p.

Articles and other literature of approximately 500 pages may be added according to the course instructions.

Citing Sources – How to Create Literature References

<https://ju.se/library/academic-language/reference-management.html>

Sourcewise: A Student's Guide to Avoiding Plagiarism

Information about plagiarism at higher education institutions

Available in the learning management system