

The London School of Economics and Political Science, Department of Social Psychology,
2001–2002

PS404 Core Course on Organisational Social Psychology

Teacher responsible

Professor Patrick Humphreys, S364

Assisting Teacher

Hannele Huhtala (Seeck), S317

Availability

Students on degrees without a psychology or media component may only attend subject to numbers, their own degree regulations and at the discretion of the Teacher responsible. It comprises the core course for the M.Sc. Degree in Organisational and Social Psychology.

Core syllabus

The course addresses both the social psychology of organisations and social psychological processes within organisations. It also provides multidisciplinary coverage of the organisational contexts in which social psychologists may work in a variety of professional domains. A basic familiarity with social psychological methods is assumed but their application within organisational processes and contexts will be examined in detail within the course. Issues and techniques in organisational investigation, discourse, decision-making and change management are covered with emphasis on their social psychological aspects.

Content

Lectures/seminars in the MT: These will cover key social psychological concepts and theories and their application to the understanding of organisations and the implementation of change processes. The specific topics covered include: Introduction: critique of the tradition and logic underlying organisational psychology; history and frameworks in organisational analysis; 'Scientific' management; Taylorism and Fordism; the Human Relations movement and the Socio-Technical approach; understanding and aiding the creative transformation of organisations on work: a social psychological perspective; organisational representations; social processes in organisations; the cultural image of organisations; cultural processes in organisations; evolutionary perspective on organisations; group dynamics and organisational change; job design, action, stress and motivation; frameworks for understanding organisational decision-making; discourses underpinning decision making and support; organisational transformation; management of change; resistance to change and organisational learning; management fads; implications in practice.

Seminars in the LT: These will centre on discussion of practical and research applications in domains where organisational social psychological investigation and analysis may play a leading role. Each topic will be presented by a member of LSE staff or invited external expert working in the domain.

Teaching

Lecture (PS404) (1.5 hours) x 20 MT; Seminar (PS404) (1.5 hour) x 10 LT. Class (PS404.A) (1 hour) x 5 fortnightly MT devoted to the further analysis of specific organisational issues.

Written work

One written assignment of not more than 5,000 words.

Reading list

Reading lists on specific topics will be distributed during the course. Texts which are recommended for general use throughout the course are: S Clegg & C Handy, *Studying Organisations: Theory and Method*, Sage, 1998; E H Schein, *Organisational Psychology* (3rd edn), Prentice Hall, 1988; G Morgan, *Images of Organisation* (2nd edn), Sage, 1997; E Jaques, *Requisite Organisation*, Casson Hall, 1989; A Bryman (Ed), *Doing Research in Organisations*, Routledge, 1988; D Hoskins & I Morley, *A social psychology of organising*, Simon and Schuster, 1992; K E Weick, *Sense making in organisation*, Addison Wesley, 1995; P Humphreys *et al* (Eds), *Decision Support in Organizational Transformation*, Chapman & Hall, 1997.

Assessment

A formal three-hour examination in the ST: 3 questions from a choice of 10 [50%].

A written assignment of not more than 5,000 words [50%] communication technologies.