



Litteraturlista

PEAPAO – introduktion till personal, arbete och organisation (15 hp)

Höst 2023

Obligatorisk litteratur

Juridik

Nyström, B. (2021). *EU och arbetsrätten uppl. 6*, Wolters Klumer.

Calleman, C. (2011). Uppsägningar på grund av arbetsbrist i den ekonomiska krisen. I *Rätten i den ekonomiska krisen* (ed. C. Calleman). Uppsala: Lustus förlag, s 163-190.

Del Sante, N., Garpe, B. & Göransson, H. (2022). *Arbetsrätten: en introduktion*. Stockholm: Norstedts.

Sociologi: Perspektiv på organisation, omorganisation och teknologi

Ahrne, G, N. Brunsson N. & D. Seidl 2016. Resurrecting organization by going beyond organizations. *European Management Journal*, 34(2), 93-101. <http://dx.doi.org/10.1016/j.emj.2016.02.003>

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Bechky, B. A. 2011. "Making Organizational Theory Work: Institutions, Occupations, and Negotiated Orders." *Organization Science* 22(5). <https://doi.org/10.1287/orsc.1100.0603>

Beckert, J. (2021). The Firm as an Engine of Imagination: Organizational prospecting and the making of economic futures. *Organization Theory*.

Chen, K. K. "Storytelling: An Informal Mechanism of Accountability for Voluntary Organizations." *Nonprofit and Voluntary Sector Quarterly* 42, no. 5 (October 2013): 902–22. <https://doi.org/10.1177/0899764012455699>.

DiMaggio, P. & Powell W. 1983. "The Iron Cage Revisited: Institutional Isomorphism and Collective Rationality in Organizational Fields." *American Sociological Review* 48:147-160. <https://doi.org/10.2307/2095101>

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Kellogg, Katherine C., Melissa A. Valentine, and Angele Christin. "Algorithms at work: The new contested terrain of control." *Academy of Management Annals* 14.1 (2020): 366-410.

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Weick, K. E., K. M. Sutcliffe och D. Obstfeld 2005. Organizing and the Process of Sensemaking. *Organization Science* 16(4): 409-421. <https://www.jstor.org/stable/25145979>

Psykologi

Pass 1 Downsizing

- van Dierendonck, D., & Jacobs, G. (2012). Survivors and victims, a meta-analytical review of fairness and organizational commitment after downsizing. *British Journal of Management*, 23, 96-109. DOI: 10.1111/j.1467-8551.2010.00724.x
- Morgan, J. I., & Harris, P. R. (2015). Evidence that brief self-affirming implementation intentions can reduce work-related anxiety in downsized survivors. *Anxiety, Stress, & Coping*, 28, 5, 563-575. DOI: 10.1080/10615806.2015.1004665
- van Dick, R., Drzensky, F., & Heinz, M. (2016). Goodbye or identify: Determental effects of downsizing on identification and survivor performance. *Frontiers in Psychology*, 7, 771. Doi: 10.3389/fpsyg.2016.00771
- Gandolfi, F. (2013). Workforce downsizing strategies, archetypes, approaches and tactics. *Journal of Management Research*, 13, 67–76.
- McDevitt, R., Giapponi, C., & Houston, D. M. (2013). Organizational downsizing during an economic crisis: Survivors' and victims' perspectives. *Organization Management Journal*, 10, 227-239. DOI: 10.1080/15416518.2013.859057
- Neves, P. (2014). Taking it out on survivors: Submissive employees, downsizing, and abusive supervision. *Journal of Occupational and Organizational Psychology*, 87, 507–534. DOI:10.1111/joop.12061
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- Schenkel, A., & Teigland, R. (2016). Why doesn't downsizing deliver? A multi-level model integrating downsizing, social capital, dynamic capabilities, and firm performance. *The International Journal of Human Resource Management*, DOI: 10.1080/09585192.2015.1130734
- Zatzick, C. D., Deery, S. J., & Iverson, R. D. (2015). Understanding the determinants of who gets laid off: Does affective organizational commitment matter? *Human Resource Management*, 54, 877–891. DOI:10.1002/hrm.21641
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Pass 2 Motivation och prestation

- Andersson-Stråberg, T., Hellgren, J., & Sverke, M. (2005). Att få vad man förtjänar. Rättvisupplevelser i samband med individuell lönesättning. *Arbetsmarknad & Arbetsliv*, 2, 93-106.
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- Downes, P. E., & Choi, D. (2014). Employee reactions to pay dispersion: A typology of existing research. *Human Resource Management Review*, 24, 53-66.
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- Gagne, M., & Deci, E. L. (2005). Self-determination theory and work motivation. *Journal of Organizational Behavior*, 26, 331–362.
- Latham, G. P., & Ernst, C. T. (2006). Keys to motivating tomorrow's workforce. *Human Resource Management Review*, 16, 181–198.

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- Shaw, J. D., & Gupta, N. (2015). Let the evidence speak again! Financial incentives are more effective than we thought. *Human Resource Management Journal*, 25, 281-293.

Pedagogik

Artiklar finns att ladda ner på www.su.se/bibliotek

Pass 1 Kunskap och kompetens

- Ellström, PE. (1998). The many meanings of occupational competence and qualification. In: Nijhof, W.J., Streumer, J.N. (eds) *Key Qualifications in Work and Education*. Springer, Dordrecht. https://doi.org/10.1007/978-94-011-5204-4_3
- Ellström, PE., Kock, H. Competence development in the workplace: concepts, strategies and effects. *Asia Pacific Educ. Rev.* 9, 5–20 (2008). <https://doi.org/10.1007/BF03025821>
- Fenwick, T. (2003) Professional growth plans: possibilities and limitations of an organizationwide employee development strategy. *Human Resource Development Quarterly*, 14(1), 59-77. <https://doi.org/10.1002/hrdq.1050>
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- Rynes, S.L., Colbert, A.E. & Brown, K.G. (2002). HR Professionals' Beliefs About Effective Human Resource Practices: Correspondence Between Research and Practice. *Human Resource Management*, 41(2), 149–174. <https://doi.org/10.1002/hrm.10029>
- Sanders, K., van Riemsdijk, M. & Groen, B. (2008). The gap between research and practice: a replication study on the HR professionals' beliefs about effective human resource practices, *The International Journal of Human Resource Management*, 19(10), 1976-1988. <https://doi.org/10.1080/09585190802324304>
- Tenhiälä, A., Giluk, T.L., Kepes, S., Simón, C., Oh I.-S., & Kim, S. (2014). The Research-Practice Gap in Human Resource Management: A Cross-Cultural Study. *Human Resource Management*, 55(2), 179-200. <https://doi.org/10.1002/hrm.21656>

Pass 2 Förändringsledning och professionellt lärande

- Alvesson, M. & Spicer, A. (2012) A stupidity-based theory of organizations. *Journal of Management Studies*, 49(7), 1194-1220. <https://doi.org/10.1111/j.1467-6486.2012.01072.x>
- Avby, G. (2022), An integrative learning approach: combining improvement methods and ambidexterity. *The Learning Organization*, 29(4), 365-340. <https://doi.org/10.1108/TLO-10-2021-0127>
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- Bierema, L. & Callahan, J. (2014). Transforming HRD: A Framework for Critical HRD. *Practice Advances in Developing Human Resources*, 16(4) 429–444. <https://doi.org/10.1177/1523422314543818>
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<https://doi.org/10.1108/13665620410550295>
- Ellström, P.-E. (2001), Integrating learning and work: Problems and prospects. *Human Resource Development Quarterly*, 12: 421-435. <https://doi.org/10.1002/hrdq.1006>
- Hager, P. (2011). Theories of Workplace Learning. In Malloch, M., Cairns, L., Evans, K. & O'Connor, B. (Eds.) *The Sage Handbook of Workplace Learning*. Thousand Oaks: Sage.
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Ytterligare litteratur kan tillkomma.