



Litteraturlista

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

Höst 2024

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>

Bartley, T., Soener, M. & Gershenson, C. 2019. "Power at a distance: Organizational power across boundaries." *Sociology Compass* 13:e12737. <https://doi.org/10.1111/soc4.12737>

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 propection 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>

Jung, J. 2015. "Shareholder Value and Workforce Downsizing, 1981–2006." *Social Forces* 93(4):1335–1368, <https://doi.org/10.1093/sf/sou108>

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.

Sørensen, J. B. 2002. "The Strength of Corporate Culture and the Reliability of Firm Performance." *Administrative Science Quarterly* 47, no. 1 (March 2002): 70–91. <https://doi.org/10.2307/3094891>.

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

Ashman, I. (2015). The face-to-face delivery of downsizing decisions in UK public sector organizations: The envoy role. *Public Management Review*, 17(1), 108–128. <https://doi.org/10.1080/14719037.2013.785583>

de Jong, T., Wiezer, N., de Weerd, M., Nielsen, K., Mattila-Holappa, P., & Mockařo, Z. (2016). The impact of restructuring on employee well-being: a systematic review of longitudinal studies. *Work & Stress*, 30(1), 91–114. <https://doi.org/10.1080/02678373.2015.1136710>

Mishra, A. K., & Spreitzer, G. M. (1998). Explaining how survivors respond to downsizing: The roles of trust, empowerment, justice, and work redesign. *Academy of Management Review*, 23(3), 567–588. <https://doi.org/10.2307/259295>

Schenkel, A., & Teigland, R. (2016). Why doesn't downsizing deliver? A multi-level model integrating downsizing, social capital, dynamic capabilities, and firm performance. *International Journal of Human Resource Management*, 28(7), 1065–1107. <https://doi.org/10.1080/09585192.2015.1130734>

Sverke, M., Hellgren, J., Näswall, K., Göransson, S., & Öhrming, J. (2008). Employee participation in organizational change: Investigating the effects of proactive vs. reactive implementation of downsizing in Swedish hospitals. *German Journal of Human Resource Research*, 22(2), 111–129. <https://doi.org/10.1177/239700220802200202>

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(1), 96–109. <https://doi.org/10.1111/j.1467-8551.2010.00724.x>

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. <https://doi.org/10.1002/hrm.21641>

Pass 2 Motivation och prestation

Cerasoli, C. P., Nicklin, J. M., & Ford, M., T. (2014). Intrinsic motivation and extrinsic incentives jointly predict performance: A 40-year meta-analysis. *Psychological Bulletin*, 140(4), 980–1008. <https://doi.org/10.1037/a0035661>

Eib, C., Falkenberg, H., Hellgren, J., Malmrud, S., & Sverke, M. (2022). What helps managers being fair? Predicting managers' self-reported justice enactment during pay setting using the ability-motivation-opportunity framework. *International Journal of Human Resource Management*, 33(10), 2138–2169. <https://doi.org/10.1080/09585192.2020.1852590>

Fulmer, I. S., Gerhart, B., & Kim, J. H. (2023). Compensation and performance: A review and recommendations for the future. *Personnel Psychology*, 76(2), 687–718. <https://doi.org/10.1111/peps.12583>

Malmrud, S., Falkenberg, H., Lindfors, P., Hellgren, J., & Sverke, M. (2023, online first). Opportunities and obstacles in individualized pay-setting from a manager perspective. *Nordic Journal of Working Life Studies*. <https://doi.org/10.18291/njwls.142492>

Sayre, G. M., & Conroy, S. A. (2023). The other side of the coin: An integrative review connecting pay and health. *Journal of Applied Psychology*. <https://doi.org/10.1037/apl0001151>

Pedagogik

Pass 1 Kunskap, kompetens och lärande i arbetet

Avby, G. (2016). Organizing for Deliberate Practice Through Workplace Reflection. In: Billett, S., Dymock, D., Choy, S. (eds) *Supporting Learning Across Working Life. Professional and Practice-based Learning*, vol 16. Springer, Cham. https://doi.org/10.1007/978-3-319-29019-5_4

Billett, S. (2004), Workplace participatory practices: Conceptualising workplaces as learning environments. *Journal of Workplace Learning*, 16(6), 312-324. <https://doi.org/10.1108/13665620410550295>

Ellström, PE., Kock, H. (2008). Competence development in the workplace: concepts, strategies and effects. *Asia Pacific Educ. Rev.* 9, 5–20 <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>

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.

Pass 2 Förändringsledning och evidensbaserat HRD

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>

Day, D.V. (2010). The Difficulties of Learning From Experience and the Need for Deliberate Practice. *Industrial and Organizational Psychology*, 3(1):41-44. <http://doi:10.1111/j.1754-9434.2009.01195.x>

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>

Gubbins, C., Harney, B. van der Werff, L. & Rousseau, D. (2018). Enhancing the trustworthiness and credibility of human resource development: Evidence-based management to the rescue? *Human Resource Development Quarterly*, 29(3), 187-292. <https://doi.org/10.1002/hrdq.21313>

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>

Wallo, A., Ellström, P. and Kock, H. (2013), Leadership as a balancing act between performance- and development-orientation: A study of managers' and co-workers' understanding of leadership in an industrial organisation, *Leadership & Organization Development Journal*, 34(3), 222-237. <https://doi.org/10.1108/01437731311326666>