Description

762 - Working Together: Gender and Organization, Spring 2017

Purpose

The purpose of the course is to improve students’ abilities to understand and analyze gender structures, and how issues of gender may be intertwined with everyday practices, rules and routines in the workplace. The course further aims to improve students’ knowledge of how problems and dilemmas to do with gender in the workplace are currently being handled in organizations. Finally, an explicit aim of the course is to provide students with examples of models and tools that can be used to build better workplaces where gender is not a problem but an opportunity.

Requirements

This course is open to all students who fulfil the standard requirements for 3rd year BSc Electives. It does not require any prior knowledge of the field Gender and Organization. In previous years, beginners in the field as well as more advanced students have taken the course.

ILO:s

After the course, the successful student will

1) Know the basics of gender theory and how this relates to theories on diversity, masculinity etc.
2) Be familiar with existing ways to handle workplace gender issues
3) Be equipped to apply this knowledge as a tool to improve the organization of workplaces

Content and structure

The course consists of a combination of theoretical fundamentals, especially gender theory and theories on diversity in organizations, and practical applications based on live examples of how to successfully build work organizations.

In the theoretical part, a textbook and two core articles constitutes the common basis tested in the early February Exam (see Schedule for date and time). In addition, each student reads four articles from the list of readings. The four articles may thus be chosen according to individual interests in particular concepts and issues (e.g. gender, intersectionality, masculinities, LGBTQ …).

In the practical part, emphasis is put on helping students understand the mechanics of gender in the workplace and knowledge of the models and tools that organizations use to build better workplaces. The course ends with a conference day, where students present the results of their course projects to fellow students and invited guests.

The course uses a mix of lectures, seminars, and project work. Lectures and seminars are held by the course director, and by invited practitioners with experience of working with work place improvement relating to course topics. Students are responsible for the organizing of the conference day.
Changes from last year

Please note that the course has been moved to period 3 (it was previously in period 4).

To enable more discussion, the literature presentations are now conducted within two seminar groups (A and B, respectively), and not in a full class setting. Students will be placed in one of the two seminar groups by the Course Director.

To increase the range of options to choose from for the "Individual Presentation and Hand-in", several articles have been added to the list of readings (see "Literature")
Literature

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LITERATURE FOR 2018:

- Please refer to the Literature document under Downloads for access links to the articles!

Course Book and articles for the "Individual Written Exam" (see Examination)


Additional readings. Choose four (4) of the articles below for your "Individual Hand-in and Seminar presentation" (see Examination).

- Specific instructions for the "Individual Hand-in and Seminar presentation" will be posted under Assignments.


Examination

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Examination

The examination in this course consists of the following parts. Each examination part may cover more than one ILO. (For more detailed instructions on hand-ins and assignments during the course, please refer to Assignments.)

1. Individual Attendance
   - Attendance is compulsory.
   - Students may make-up for 1 missed session. Please contact the Course Director in advance!
   - Please note: All students need to attend the concluding Conference Day!

2. Individual Written Exam, 30%
   - Based on the text book
   - Please note: The Exam takes place in early February (see schedule for date and time)!

3. Individual Hand-in and Seminar Presentation of Selected Literature, 25%
   - Choice of 4 texts from the literature list
   - Presentation and attendance within one of the seminar groups (A or B) as designated by the Course Director

4. Group Examination, 45%
   - Study of real life project (40%) in selected organization. Focus on what they are doing, why and how? What can we learn from their success (and mistakes)? Reported as conference presentation (including .ppt).
   - Group Organizing of Conference Day (5%), With invited quests: representatives from studied organizations, from SSE, and elsewhere. See schedule for date and time!