

The Hebrew University of Jerusalem

Syllabus

Personal and Cultural Values in Organizations - 61060

Last update 05-10-2021

HU Credits: 2

Degree/Cycle: 2nd degree (Master)

Responsible Department: Criminology

Academic year: 0

Semester: 1st Semester

Teaching Languages: Hebrew

Campus: Mt. Scopus

Course/Module Coordinator: Dr. Tammy Rubel - Lifschitz

Coordinator Email: Tammy.rubel@mail.huji.ac.il

Coordinator Office Hours: please coordinate by email

Teaching Staff:

Dr. Tamy Rubel

Course/Module description:

The course will focus on the meaning of personal and cultural values in organisations. The course will be based on theory and research from the field of social psychology and organisational studies, including organisational culture, personal values and diversity.

Course/Module aims:

The main goal of this course is to develop the student's knowledge in the field of personal and cultural values in organizations.

Learning outcomes - On successful completion of this module, students should be able to:

1. Conceptualize personal, cultural and organizational values
2. understand their organisational culture
3. manage diverse organizations

Attendance requirements(%):

100

Teaching arrangement and method of instruction: lectures and discussions

Course/Module Content:

Organizational culture
Diversity
Personal values and motivation
Value affirmation
Leadership and values

Required Reading:

Schein, E. H. (1990) Organizational Culture, American Psychologist, 45(2), 109-119.

Schein, E. H. (2006) So How Can You Assess Your Corporate Culture? In Gallos, J.V. (Ed.), Organizational Development, Jossey-Bass, San Francisco, 614-633.

Hofstede, G. (1983). *The Cultural Relativity of Organizational Practices and Theories*. *Journal of International Business Studies*, 14(2), 75-89.

Hernes, T. (2004) *Studying Composite Boundaries: a Framework of Analysis*, *Human Relations*, 57(1), 9-29. Ereserve 525419.

Shamir, B., & Eilam, G. (2005) *What's your story? A life-stories Approach to Authentic Leadership Development*. *The Leadership Quarterly*, 16(3), 395-417.

Schwartz, S. H. (2012). *An overview of the Schwartz theory of basic values*. *Online readings in Psychology and Culture*, 2(1), 11.

Cohen, Geoffrey L., and David K. Sherman. *The psychology of change: Self-affirmation and social psychological intervention*. *Annual Review of Psychology* 65 .333-371 :(2014)

Gelfand, Michele J., et al. *Differences between tight and loose cultures: A 33-nation study*. *Science* 332.6033 (2011): 1100-1104.

Kunda, G. (1992) *Engineering Culture: Control and Commitment in a High-tech Corporation*, Philadelphia, Temple University Press, 1-25. HD 58.7 K86

Additional Reading Material:

Course/Module evaluation:

End of year written/oral examination 0 %
Presentation 0 %
Participation in Tutorials 50 %
Project work 50 %
Assignments 0 %
Reports 0 %
Research project 0 %
Quizzes 0 %
Other 0 %

Additional information: