Course code: Participatory Action Research for Workplace Transformation

Level: Postgraduate course

EXAMINER
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Dept of Educational Sciences

COURSE TUTOR
Professor (Dr.) Tony Ghaye: Chief Executive Officer of the International Institute of Reflective Practice, U.K. (www.reflectivepractices.co.uk)

PREREQUISITE KNOWLEDGE:
Accepted as a postgraduate student, or C/D level studies. Some prior knowledge and/or experience of action research and workplace improvement efforts.

AIMS
Students will;
- Examine the qualities and challenges of participatory forms of action research
- Be able to generate a critique of participatory action research through peer group discussion and debate
- Explore the application of participatory action research through creative and critical analysis of real workplace scenarios
- Be able to appreciate the issues raised when trying to undertake participatory action research ethically
- Be able to take the first steps to put PAR into action in a chosen workplace

CONTENT
It is anticipated that the content will explore the following:
- The essence of participatory action research
- The tyrannies of participation and collaboration
- The nature and influence of workplace cultures
- The usefulness of scenario-based learning
- The application of PAR in real-workplace settings
- Undertaking PAR systematically, rigorously and ethically
- Evidence of workplace transformation?

LEARNING PROCESSES
The course will be very interactive with lots of group work and discussion. Learning will be through the presentation and exploration, in small groups, of real (problematic) workplace scenarios. A school, hospital, railway corporation and university will be four of the workplace scenarios presented. Individuals and groups will be expected to engage with the scenarios and then present their ideas about workplace transformation to others.
EXAMINATION

The student has to take an active part in the course and complete one individual written paper. Guidelines for the paper will be given during the course.

It is hoped that students will be able to come together, later in the year, to discuss the content and assessment of their papers. This will be in the form of a peer group discussion.

Mark for the course: Failed (U), Passed (G)

LITTERATUR

1. All participants will be required to undertake an internet search before the start of the course. The key words are participatory action research and workplace transformation. A list of litteratur containing 6 items should be developed. Participants will be asked to bring along copies of their items to share with other participants and be prepared to justify their chosen items during the course.

2. Participants are invited to undertake some reading from the list below, according to their research interests and discipline.

   HOFSTEDE, G. J., 2000, Organizational Culture: Siren or Sea Cow? A Reply to Dianne Lewis, Strategic Change, 9, pp.135-137.
   LEWIS, D., 2000, The Usefulness of the Organizational Culture Concept: A Response to Gert Jan Hofstede’s Comments, Strategic Change, 9, pp.139-141.