

Programme Description

Leadership in Digitalised Organisations, Masters Program

SALID-H24

Decision taken by	Head of Department, Fredrik Sjögren
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Programme description is a supplement to the programme syllabus which is the legally binding document.

Ground data

Department	School of Business, Economics and IT
Section	Division of Informatics
Name of Programme, Swedish	Ledarskap i digitaliserade organisationer
Name of Programme, English	Leadership in Digitalised Organisations, Masters Program
HE credits (number of credits)	120
Level (1st Cycle, 2nd Cycle)	2nd Cycle
Entry requirements, Swedish	Kandidatexamen om 180 hp eller motsvarande. Engelska 6 eller motsvarande
Entry requirements, English	Bachelor degree, 180 credits or equivalent. English 6 or equivalent.
Main field of study, Swedish	Arbetsintegrerat lärande
Main field of study, English	Work Integrated Learning
Degree, Swedish	Filosofie masterexamen med huvudområde arbetsintegrerat lärande med inriktning mot ledarskap och digitalisering
Degree, English	Degree of Master of Arts (120 credits) in work-integrated learning with a specialization in leadership and digitalization
Rate of study (full-time, part-time)	Full-time
Type of instruction (on campus, distance teaching)	On campus
Language of instruction (Sw, Eng)	Eng

General programme information

Organizations and companies are increasingly recognizing the need to transition towards a resource-efficient paradigm that aligns with both sustainability and profitability objectives. Our interdisciplinary program, centred around Work Integrated Learning (WIL), prepares students for leadership positions in various sectors, particularly in streamlining operations through information and communication technology. All program teaching is research-focused connected to the university's priority focus on WIL enhanced by the overall research environment.

Programme contents, structure, and progression

The main field of study is Work Integrated Learning, leading to a Master of Arts degree (120 credits) in WIL with a specialization in leadership in digitalized organizations. WIL is a pedagogical practice that fosters learning through the integration of theoretical knowledge and practical experience, derived from both higher education and the work environment.

In the program, WIL specifically explores the relationship between working life and learning, encompassing conditions, organization, processes, content, forms, and consequences related to leadership. Through WIL, students gain expertise in leading, developing, and organizing diverse digitalized organizations.

The program's progression is designed for students to gradually deepen their understanding of management in digitalized organizations.

The degree program's pedagogical philosophy is based on the belief that students learn more effectively if knowledge and skills are applied. It is a philosophy that aligns well with WIL and business administration. At the same time, this philosophy harmonizes well with the challenges that come from change and transformation, specifically sustainable development. WIL, being a subject that is well suited for sustainable development, equips with a professional and norm-critical approach to address present and future challenges where sustainability is inherent. Various elements in courses incorporate sustainable practices where students learn about and contribute to sustainable initiatives such as energy efficiency, sustainable transport, and waste reduction.

Semester 1

Introduction to Work Integrated Learning, 7,5 HE credits, LAL600. The courses focus on introducing WIL as a field of study.

Introduction to Management and Leadership - Reflections on the Past, Present and Future, 7,5 HE credits, IOL600.

Digital Infrastructures and Ecosystems in Theory and Practice, 15 HE credits, DIE600. The courses focus on introducing WIL as well as conceptual and practical aspects leadership in management and digitalization from a WIL perspective to relate to management as a practice finally.

Semester 2

Organizing for Digital Transformation from a Work Integrated Learning Perspective, 15 HE credits, ODT600. The course builds on and develops knowledge about how organizations manage, plan, and implement changes regarding the consequences and impact digital transformation will have on learning in organizations.

Advanced Methodology in Work Integrated Learning, 15 HE credits, ALM600. The course focuses on work-integrated learning as scientific theory, method and research design and prepares the student for methodological and analytical approaches for the upcoming essay work.

Semester 3

Elective courses: *Field-Based Project Course, 15 HE credits, FFP600.* This is an optional course that offers additional thematic field of knowledge.

Sustainable Profession in Action, 7,5 HE credits, PKU600. This is an optional course that offers additional thematic field of knowledge.

Innovation and Entrepreneurship in a Digital Society, 7,5 HE credits, IED600. This is an optional course that offers additional thematic field of knowledge.

Ecophilosophy, 15 HE credits, EKF600. This is an optional course that offers additional thematic field of knowledge.

The Sustainable Challenge, 7,5 HE credits, UHU600. This is an optional course that offers additional thematic field of knowledge.

Leadership and Co-workership in Digital Organizations, 7,5 HE credits, LMD600. This is an optional course that offers additional thematic field of knowledge.

WIL: Reflection and Portfolio I, Second Cycle, 7,5 HE credits, AIL610. This is an optional course that offers additional thematic field of knowledge.

WIL: Reflection and Portfolio II, Second Cycle, 7,5 HE credits, AIL611. This is an optional course that offers additional thematic field of knowledge.

Research internship, master, 15 HE credits, FPM600. This is an optional course that offers additional thematic field of knowledge.

Semester 4

Master Thesis in Work Integrated Learning, 30 HE credits, MAL900. Empirical studies are preferably carried out in direct collaboration with a workplace or research project, where questions are developed in cooperation with various stakeholders from the surrounding society.

The research basis for the programme

The program is based on WIL and enables an approach that integrates academic studies and research on contemporary challenges regarding the transformation of companies and organizations.

As a research area, WIL contributes systematic knowledge about how learning and development unfold across all work-related activities. Students get to reflect on how different stages in a research process are applied and use accurate research proposals/projects as a reference point. Moreover, students are exposed to real-case scenarios and are encouraged to propose solutions to various issues faced by industries and businesses, such as sustainability challenges or the design of efficient future workplaces. The program places a strong emphasis on sustainable development, guiding the selection of theoretical concepts and literature.

WIL, one of the university's two research environments, has a clear connection to the program and supports the program through its structure of dialogue and reflection on different forms of knowledge to aiming in knowledge production on ways to build good relationships with a wide range of social actors to achieve collaborative learning. In this environment, students have the opportunity to engage in reflective practices and conceptualize phenomena. Learning takes place through hands-on experiences and observations within this dynamic setting, allowing for a more practical and insightful educational experience.

The labour market, collaboration, and work-integrated learning¹

Thriving in a constantly evolving world that demands adaptation and transformation, especially amidst perpetual crises and sustainability challenges, requires unique skills. The program excels in systematically integrating Work Integrated Learning (WIL), evident in its thoughtful examination of the interplay between theory and practice. This integration provides students with a platform to engage in critical thinking, allowing them to not only encounter real-world challenges but also to propose innovative strategies. For instance, students can explore methods to foster equality, advocate for fair treatment, and combat workplace discrimination.

Admitting students with diverse backgrounds and cultural experiences fosters the development of interdisciplinary and multidisciplinary knowledge within the program.

The program's WIL core makes the program to stand out. By grasping the massive digital knowledge transition and the opportunities and challenges the AI bears, the program is at the forefront of shaping a knowledge-based leadership within the context of digitalized organizations. Upon graduation, students will have the skills and knowledge to be competitive in pursuing various job opportunities within education, training and development, human resources, and organizational development. Some potential job titles for graduates of this program include Learning and Development Manager, Organizational Development Specialist, Talent Development Manager, and Corporate Trainer.

Internationalisation

The program has a strong international character and exposes students to different global approaches, perspectives, and best practices. Additionally, international case studies allow students to learn about WIL practices in different countries concerning leadership in digitalised organisations and analyse the cultural, economic, and political factors that influence the WIL practices in these countries.

Even though University West is a small player on the global university map, the program draws the interest of students from many different countries. Emphasizing the value of diversity, we actively encourage students to engage in multicultural teams for projects, assignments, and other coursework. This approach is designed to cultivate intercultural understanding and foster the development of cross-cultural

¹ Work-integrated learning is a pedagogical practice in which students' learning takes place through the integration of theoretical and practical knowledge and experience, derived from an educational context within the framework of both higher education as a work environment and civil society.

communication skills. These teams can work on projects focusing on different countries or involving collaboration with international partners.

Recognizing that digitalization and sustainability are critical global considerations, the program incorporates these key themes. In this context, Sweden has long been considered a leading country in digitalization due to the high level of education, cross-sector collaboration skills and a tradition of establishing synergies between academia, business, and the public sector. By integrating these elements into the program, an international perspective can pervade the degree, providing students with a rich and diverse learning experience that prepares them for careers in the field of leadership in digitalized organizations on a global scale.