

Psykologi I Organisasjon Og Ledelse

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Studiehåndbok - Norges teknisk-naturvitenskapelige universitet 2003

The Individual and the Organization - Gert Graversen 1998-09-21

First Published in 1998. Routledge is an imprint of Taylor & Francis, an informa company.

Principles of Comparative Politics - William Roberts Clark 2017-02-23

Principles of Comparative Politics offers the most comprehensive and up-to-date introduction to comparative inquiry, research, and scholarship. In this thoroughly revised Third Edition, students now have an even better guide to cross-national comparison and why it matters. The new edition retains a focus on the enduring questions with which scholars grapple, the issues about which consensus has started to emerge, and the tools comparativists use to get at the complex problems in the field. Among other things, the updates to this edition include a thoroughly-revised chapter on dictatorships that incorporates a discussion of the two fundamental problems of authoritarian rule: authoritarian power-sharing and authoritarian control; a revised chapter on culture and democracy that includes a more extensive examination of cultural modernization theory and a new overview of survey methods for addressing sensitive topics; a new section on issues related to electoral integrity; an expanded assessment of different forms of representation; and a new intuitive take on statistical analyses that provides a clearer explanation of how to interpret regression results. Examples from the gender and politics literature have been incorporated into various chapters, the Problems

sections at the end of each chapter have been expanded, and the empirical examples and data on various types of institutions have been updated. Online videos and tutorials are available to address some of the more methodological components discussed in the book. The authors have thoughtfully streamlined chapters to better focus attention on key topics. *Organisationsteori* - Jørgen Frode Bakka 2019-07-15

Organisationen er livsnerven i samfundet, og teorier om organisationen spiller en viktig rolle i diskussioner om ledelse og magtfordeling, motivation og kultur, strategi og forandring. Organisationsteorien dyrkes inden for flere forskellige discipliner som organisationspsykologi, organisationsøkonomi og organisations-sociologi. Den nye udgave af Organisationsteori er gennemgribende redigeret og opdateret med nye aktuelle eksempler og perspektiver som fx hvidvaskskandalen i Danske Bank, regeringsdannelse i Sverige, robotledelse og styringsværktøjer. Professor (MSO) Ph.d. Morten Thanning Vendelø, Institut for Organisation, CBS, har ydet værdifulde bidrag til bogens opdatering. Kapitel 2 og 3 er redigeret og omskrevet så begge kapitler nu hænger bedre sammen Kapitel 3 er særligt redigeret og afsnit 3.7 Nyere perspektiver på organisation og omverden er opdateret med uddybning af interessenteori, interessekrav, institutionel teori samt netværksteori. Ny case i kapitlet er aktivt anvendt og analyseret i forhold til teorien i kapitlet. Nye modeller Interessenthåndteringsstrategier (3.6) og De tre søjler i Institutionel teori (3.7) er indarbejdet. Kapitel 5 Individet i Organisationen er en

omskrevet og redigeret udgave af tidligere kapitel 7 med samme navn. Kapitel 6 Organisationskultur - et signalement er en omskrevet og redigeret udgave af tidligere kapitel 5 med samme navn. Kapitel 7 Anvendelse af organisationskultur er en omskrevet og redigeret udgave af tidligere kapitel 6 med samme navn. Kapitel 8 er opdateret med ny case samt redigeret Kapitel 9 er opdateret med ny case samt redigeret Kapitel 10 er lettere redigeret Kapitel 11 er opdateret med ny case samt redigeret Caseopdateringer Kapitel 2: Case Coloplast er redigeret og opdateret af Coloplast. Case er flyttet fra kapitel 3 til kapitel 2 Kapitel 3: Case Lundbecks Nembutal krise er ny i kapitel 3 Kapitel 8: Case Sophus Falck er udgået og erstattet med ny case Bella Skilte og Print - fra skiltemaler til moderne IT-virksomhed Kapitel 9: Case Hørsholm Kommune er erstattet med ny case: Hørsholm Kommune, Hørsholm hele livet, ny politik på en ny måde (ny beslutningsproces vedr. ældrepolitik). Kapitel 10: Case LEGO er opdateret af LEGO. Kapitel 11: Case Paradigmeskift i Skanderborg Kommune og Case Ny velfærd via innovation i Roskilde Kommune er erstattet med ny case: Schultz, store forandringer i historisk virksomhed (forandringsledelse i 360 år gammel forlags- og trykkeri virksomhed til moderne IT-sagsbehandlingsvirksomhed

16th European Conference on Management, Leadership and Governance - Dr Paul Griffiths 2020-10-26

These proceedings represent the work of contributors to the 16th European Conference on Management Leadership and Governance (ECMLG 2020) hosted by ACI and EM-Normandie Business School, Oxford, UK, UK on 26 - 27th October 2020. The Conference Chair Dr Paul Griffiths, EM-Normandie Business School, Metis Lab. Oxford, UK

Nordisk psykologi - 1980

Police Leadership as Practice - Cathrine Filstad 2022-02-28

Police Leadership as Practice applies a leadership-as-practice approach (emphasising leader-employee relationships) to law enforcement. This book provides a progressive and collaborative leadership text for students of law enforcement, as well as insights into

leadership dynamics in all organisations for students and researchers of business and management. The police leadership-as-practice perspective provides a holistic understanding of leadership in the police, identifying factors that inhibit and promote learning. It refers to four main components as dynamic and continuously evolving processes: Strategies: social mission and organisation, along with strategies as practice Community: organisational and police culture, identity and belonging, community of practice and competencies Participation: sense-making and discretion; power and politics Activities: learning as practice, change and change management as practice Practical and enriched with case studies, examples and best practice, the textbook is also rigorously research based. Authored by a professor of business and management with specialist knowledge in police leadership, it brings the cutting edge of leadership thinking to the practicalities of policing. It is essential reading for those engaged with policing, leadership roles, and management.

Creating Collaborative Advantage - Hans Christian Garmann Johnsen 2016-05-13

In the emerging new collaborative economic order, innovation is achieved by an integrated process of collaboration between policymakers, business and society. Often, the focus for this collaboration is at a regional level. *Creating Collaborative Advantage* examines the trends in innovation policy that reflect this new thinking and regional focus. This book develops the view that collaboration is one of many ways of organising a competitive economy. It asks how, when and where collaboration is a meaningful way of organisation. It explores collaboration at business level, business networks between companies, and a wider collaborative coalition between business and public authorities. It is not a manual, a 'how to do it', because there is no single straightforward universal model to replace current orthodoxy on economic development, but it will enable people to learn. The contributors to this unique book have been involved with the implementation of some of the most outstanding examples of collaborative approaches, it therefore gives an outstanding picture of diversity, inbuilt comparisons and contrast, and debate between the cases. The co-

authors give their understanding of these issues, but the book tries to establish some common understandings and bring the concept of collaboration to a larger audience, and to increase interest in a field which requires further exploration. Policy makers, advisers and administrators at all levels of government, those involved in research and development, and business leaders and educators, will find this book invaluable, together with readers having an academic interest in the subject of innovation.

Human resource management - Jan Erik Elgaard 2011

Norsk bokfortegnelse - 2002

Divination as Science - Jeanette C. Fincke 2016-06-14

There is no doubt that Ancient Near Eastern divination is firmly rooted in religion, since all ominous signs were thought to have been sent by gods, and the invocation of omens was embedded in rituals. Nonetheless, the omen compendia display many aspects of a generally scientific nature. In their attempt to note all possible changes to the affected objects and to arrange their observations systematically for reference purposes, the scholars produced texts that resulted in a rather detailed description of the world, be it with respect to geography (the urban or rural environment on earth, or celestial and meteorological phenomena observed in the sky), biology (the outer appearance of the bodies of humans or animals, or the entrails of sheep), sociology (behavior of people) or others. Based on different divination methods and omen compendia, the question discussed during this workshop was whether the scholars had a scientific approach, presented as religion, or whether Ancient Near Eastern divination should be considered purely religious and that the term "science" is inappropriate in this context. The workshop attracted a large audience and lively discussion ensued. The papers presented in this volume reflect the focus of the sessions during the workshop and are likely to generate even more discussion, now that they are published.

Ledelse og medarbejdere - Jacob Alsted 2012

Hjelper til Psykologi i organisasjon og ledelse - Astrid Kaufmann 2015

Coach dig selv - Anette Prehn 2015

Forfatterne kombinerer ny hjerneforskning med coaching, så man lærer at bruke relevante hjerneområder optimalt til at nå sine mål og realisere sine drømme. Med øvelser og cases
Norsk bokfortegnelse for ... - 1971

Rockets and Rebels - Monna Nordhagen 2021-04-23

This brand strategy book is a carefully curated collection of the best brand-thinking over the last decade or so, adapted specifically for our time. Use it to position your brand and to stand out amongst the competition. Give your brand a personality people can identify with. Give folks good reason to stay loyal, and to support and cheer on your brand's next project. Strong brands are more profitable, attract the best talent, and are highly valued. This book is a toolbox for everyone who sees the value of digging a little deeper, to aim much higher. Monna Nordhagen is Nordic Strategy Director of Scandinavian Design Group, serial entrepreneur and voracious reader. She holds an MBA from the Norwegian Business School BI and has more than three decades worth of experience within business strategy, brand building, sales and management. Monna is also a highly sought after presenter with a passion for innovation, brands and entrepreneurship, speaking regularly at conferences and events. Kirsti Rogne has worked with international brands in the intersecting fields of marketing and communication for well over a decade; including as a Client Director and Copywriter for Scandinavian Design Group. She holds a post graduate degree in English from the University of Oslo and currently works as a freelance writer, lecturer and translator.

Bibliografi over Norges offentlige publikasjoner - Universitetsbiblioteket i Oslo 1975

Bok og samfunn - 1999

Psychodynamic Organisational Theory - Jacob Alsted 2019-09-02

On the surface, people go to work and come home again. They sometimes manage people while most are managed themselves. But beneath the function and structures of the work itself, a whole range of emotions affects the

success of the relationship between employee and manager and ultimately the organisation they both belong to. *Psychodynamic Organisational Theory: Key Concepts and Cases* provides a comprehensive but accessible introduction to this fascinating field of study. Featuring case vignettes which bring the various concepts to life, the book is divided into four parts. Part I looks at how the individual relates to the organisation and the unconscious energies they bring, while Part II examines group dynamics and how they affect productivity, including a chapter on meetings. Part III explores the realm of leadership and what roles a manager can play in managing their staff, while Part IV introduces the idea of personality and describes how the manager's personality influences management dynamics as well as the wider organisational culture. Central to the book, as well as the idea that organisational phenomena are often unconscious, is the understanding that relationships are always reciprocal. Through complex psychological dynamics manager and employee influence and change each other during the process of managing and being managed. This text will be essential reading for students and scholars of leadership, HRM, and organizational psychology, as well as consultants and managers looking for practical insights into how human relationships affect the success of every organisation.

Flow as a Resource - Lisa Vivoll Straume 2008
Lisa Vivoll Straume investigates if and how the state of psychological flow can be used as a resource in organisational psychology. The 170 participants represented occupations from a variety of fields. Results indicate that goal setting can be a predictor of flow experiences at work. Implications regarding measurements of flow are discussed, and suggestions regarding the future research and applicability of the flow model are made.

Radical Innovation - Steinar Wasa Tverlid
2021-05-12

This book offers a complete guide to how organizations can build a well-working radical innovation muscle. The author differentiates between incremental and radical innovation, focusing on the radical side, which is where most companies fail. Radical innovation is breaking with the development pattern of the

present value creation and finding economical potential in a completely new direction. Tverlid has spent several decades working deeply in the subject area from various perspectives in large companies. He has been key in developing and implementing radical innovation in Equinor, where he currently works as innovation specialist. This book sums up the knowledge he has gained from this journey in a story-like format, emphasizing the importance of taking a systematic approach to radical innovation. This is a handbook for the generation of radical innovation. The step-by-step method allows companies to reproduce radical concepts while keeping the budget at a reasonable level. The effort remains modest while the effect, on the contrary, becomes visible throughout the company and beyond. Although the model is built on a company structure, the basic radical innovation principles are also valuable for smaller informal groups and individuals.

Positive Leadership -

This book demonstrates how leaders can use research from positive psychology to increase work engagement and wellbeing, improve relationships, and increase performance and productivity in the workplace. Specifically, it teaches leaders how to use psychology to understand their own contributions to their leadership style as well as to understand how their employees are being motivated to increase their engagement and productivity. Suitable for leaders, human resource personnel, consultants and coaches, this book gives research-based theory and insight into how leaders own attitudes, mind-sets and authenticity are influencing their employees level of performance, emotions and creativity. Readers learn how to motivate, bring meaning into the workplace, improve communication and relationships as well as how to use strength-based leadership. The book features examples from successful companies like Microsoft, Google and Disney and provides practical interventions and techniques in every chapter that can immediately be implemented into the workplace.

Validation and Test of Central Concepts in Positive Work and Organizational Psychology - Nordisk Ministerråd 2009

Arbeids- og lederpsykologi - William Brochs-Haukedal 2010

En innføring i psykologisk teori med anvendelse på aktuelle problemstillinger i ulike arbeidssituasjoner. Ulike temaer tas opp, blant annet motivasjon, lønn, roller, grupper og team, trivsel, stress, utbrenthet og mobbing. Boka er skrevet for bachelorstudenter i organisasjon og ledelse og er også et fint verktøy for ledere med personalansvar.

Teamets fem suksessfaktorer - Olav Kyrre Fjeld 2020-03-29

Dette er boken for deg som ønsker en lettlest bok der du raskt får innblikk i hva som gjør et team velfungerende. Boken passer like godt for deg som er en del av et team, som for en som leder et team. Studenter som ønsker å få en rask innføring i hva som kjennetegner et velfungerende team har nytte av å lese denne. Boken tar for seg de fem elementene som er nøkkelen til et produktivt team. Det er psykologisk trygghet, ansvarlighet/ gjensidig avhengighet, struktur og tydelighet, mening og påvirkning. Boken gir deg en liten historie der du møter et team som har noen typiske team utfordringer, du får et lite tilbakeblikk på noen kjente team teorier og du presenteres for de fem elementene. Helt til slutt får du en kort gjennomgang av noen ledelsesteorier som kan fungere i ledelse av team. Olav Kyrre Fjeld er grunnlegger av People Nordic AS. Til daglig jobber han med leder og teamutvikling der bruk av personlighetsanalyser har vært en sentral del. Han er også sertifisert som coach og har mer enn 20 års erfaring som coach, leder og team trener. Fjeld har en Bachelor i økonomi og ledelse fra BI, samt en mastergrad i kunderelasjonsledelse fra University of Hertfordshire i UK.

Innstillinger og betenkninger fra kongelige og Parlamentariske Kommisjoner, Departementale Komiteer m.m - 1971

Safety and Reliability. Theory and Applications - Marko Cepin 2017-06-14

Safety and Reliability - Theory and Applications contains the contributions presented at the 27th European Safety and Reliability Conference (ESREL 2017, Portorož, Slovenia, June 18-22, 2017). The book covers a wide range of topics, including: • Accident and Incident modelling •

Economic Analysis in Risk Management • Foundational Issues in Risk Assessment and Management • Human Factors and Human Reliability • Maintenance Modeling and Applications • Mathematical Methods in Reliability and Safety • Prognostics and System Health Management • Resilience Engineering • Risk Assessment • Risk Management • Simulation for Safety and Reliability Analysis • Structural Reliability • System Reliability, and • Uncertainty Analysis. Selected special sessions include contributions on: the Marie Skłodowska-Curie innovative training network in structural safety; risk approaches in insurance and finance sectors; dynamic reliability and probabilistic safety assessment; Bayesian and statistical methods, reliability data and testing; organizational factors and safety culture; software reliability and safety; probabilistic methods applied to power systems; socio-technical-economic systems; advanced safety assessment methodologies: extended Probabilistic Safety Assessment; reliability; availability; maintainability and safety in railways: theory & practice; big data risk analysis and management, and model-based reliability and safety engineering. Safety and Reliability - Theory and Applications will be of interest to professionals and academics working in a wide range of industrial and governmental sectors including: Aeronautics and Aerospace, Automotive Engineering, Civil Engineering, Electrical and Electronic Engineering, Energy Production and Distribution, Environmental Engineering, Information Technology and Telecommunications, Critical Infrastructures, Insurance and Finance, Manufacturing, Marine Industry, Mechanical Engineering, Natural Hazards, Nuclear Engineering, Offshore Oil and Gas, Security and Protection, Transportation, and Policy Making.

Språk nytt - 2005

Managing Technical People - Watts S. Humphrey 1997

Well-known author and long-time manager Watts Humphrey offers keen insight into the special challenge of identifying, motivating, and organizing creative technical people, and the opportunities involved in managing these people.

Om å påvirke - Olav Johansen 2017-03-17
Om å påvirke handler om hvordan aktører i arbeids- og organisasjonslivet kan arbeide bevisst, planmessig og langsiktig for å nå sine mål gjennom strategisk bruk av påvirkningsprosesser. Boken belyser i korte trekk: 1. Hvordan mennesker påvirker - og påvirkes av - hverandre 2. Hvordan påvirkningskreftene virker, selv om vi ikke har planlagt det 3. Hvordan påvirkningsprosesser kan struktureres etter en metode 4. Hvordan etisk bruk av påvirkning kan skape ekstraordinære resultater Om å påvirke formidler kunnskap fra en rekke fagområder og inneholder praktiske eksempler fra norske virksomheter. Forfatteren presenterer en metode for å utvikle påvirkningsstrategier og et etisk rammeverk til hjelp for å vurdere hva som er rett å gjøre i ulike situasjoner. Til sammen vil kunnskapen, etikken og metoden hjelpe deg med å få større gjennomslagskraft og øke sannsynligheten for at du når dine mål. Boken egner seg meget godt som grunnbok på høyskolestudier innen ledelse, organisasjon, markedsføring, salg, innkjøp, strategi, HR og personalledelse. Den egner seg også godt til etter- og videreutdanning og som grunnbok på kurs og seminarer i arbeidslivet. Olav Johansen er utdannet cand.paed. fra Universitetet i Oslo med spesialisering i undervisning og ledelse. Han har i flere år arbeidet med å hjelpe ledere, tillitsvalgte, team og organisasjoner med påvirkningsprosesser. Han er til daglig høyskolelektor ved Høyskolen Kristiania og leder av Senter for erfaringsbasert ledelse. Johansen underviser i forhandling og påvirkning ved flere høyskoler og holder foredrag og seminarer i arbeidslivet

23rd European Conference on Knowledge Management Vol 2 - Piera Centobelli
2022-09-01

Towards a Comparative Institutionalism -
2016-01-06

The volume examines ongoing dynamics within the organizational fields of health care and higher education, as seen from an institutional theory perspective. To date, few studies have attempted to compare developments across these two critical societal sectors and actors.

Norges offentlige utredninger - 1995

Psykologi i organisasjon og ledelse - Geir Kaufmann 2015

Arctic Animals and Their Adaptations to Life on the Edge - Arnoldus Schytte Blix 2005
Where and what is the Arctic? What animals live there, and how are they distributed? How do they cope with cold in their austere environment, and how can Arctic mammals survive birth when it is 40 degrees below freezing. How can seals dive to a depth of 1000 metres and stay submerged for more than an hour, and how does complete darkness in winter affect the inhabitants of the high Arctic? This book answers these questions and also gives an introduction to the Arctic. It is based on the author's 40 years of experience in the Arctic, its environment and animal life. As this book contains almost 200 illustrations and deals with the entire Arctic animal kingdom, it will be suitable as a textbook for courses in Arctic biology, and also serve specialists in the field. It is a reference book and a source of information about published original literature.

Fiks fotballen - Jon Morten Melhus 2018-11-09
Norge er verdens beste idrettsnasjon og Europas mest entusiastiske fotballnasjon, men hvorfor er vi ikke høyere oppe på FIFA-rankingen? Og hvordan kan en fotballklubb lykkes bedre? I denne boken kan du lese om hvorfor det vanligvis ikke er så lurt å sparke treneren, om tryllestav-syndromet, fotballparadokset, Den Ene Sterke Mann og andre årsaker til at fotballklubber likevel bytter trener både titt og ofte, - til og med forklart av en Nobelprisvinner! Du får også vite mer om firerbandens suksess, diktatorens fallgruber, spørsmålene styremedlemmene bør stille seg hvis de vurderer å sparke treneren, hvordan fotballklubber kan unngå å bytte treneren i tide og utide, - og når det er god grunn til å si opp treneren! Slike trenere vil Norge ha Forfatterne, med innspill fra 42 svært fotballkyndige personer, presenterer Annerledeslandet Norge, Trener A og Trener B og hvordan norske fotballspillere bør trenes og ledes, hvorfor klubben blir som den blir, om begeistring i fotballklubber, hva NFF og NTF kan gjøre for at Norge igjen kan bli en fotballnasjon på topp 10, hvorfor Mourinho, Ferguson, Guardiola og Conte er dårlige trenerforbilder, hvordan trenere i barne- og

ungdomsfotballen kan lykkes enda bedre, og hva TV-serien «Heimebane» kan lære oss om fotballsektoren. Jon Morten Melhus har bodd i fotballbyene Lillestrøm, Halden, Bergen, Drammen, Fredrikstad og Oslo. Han er blant de fremste rådgivere i Norge når det gjelder betydningen av begeistring og begeistringsledelse, og hans bøker om hvordan dette skaper gode resultater i alle typer virksomheter har solgt i nærmere 50 000 eksemplarer. Han er utdannet siviløkonom fra NHH og har hatt lederstillinger i Den Norske Opera, Radio 1, «Mot i Brøstet», Stig og Stein Idélaboratorium AS, har erfaring som entertainer og han er en av landets mest benyttede foredragsholdere. www.begeistring.no Morten Eriksen-Deinoff så den første Tippekampen mellom Wolverhampton og Sunderland 29. november 1969, og har siden ledet scenario- og strategiprosesser for private og offentlige virksomheter i 25 år. Han har lang erfaring med skreddersydd trening for den enkelte virksomhet, og mer enn 20 000 personer har deltatt på hans kurs innen endringsledelse, hensiktsmessig lederatferd og muntlig kommunikasjon. Han har i mange år hatt fast spalte om ledelse i fagbladet Sport. Han har bakgrunn fra konsulentselskapene Mercuri International, Collegium Management Center og HumanEffect samt ledererfaring som strategidirektør i Posten Norge og mellomleder i Ford Motor Norge. Han er siviløkonom fra NHH og er Master of Management fra BI. www.humaneffect.no © Melhus Communication as og forfatterne. Det må ikke kopieres fra denne boken i strid med åndsverkloven eller avtaler om kopiering inngått med KOPINOR, interesseorgan for rettighetshavere til åndsverk. Kopiering eller mangfoldiggjøring i strid med lov eller avtale kan medføre erstatningsansvar og inndragning, og kan straffes med bøter eller fengsel.

Organisationsteori i praksis - 2009

Organisasjon og ledelse - Ståle V. Einarsen 2017

Thematic Analysis - Virginia Braun 2021-10-13
Developed and adapted by the authors of this book, thematic analysis (TA) is one of the most popular qualitative data analytic techniques in psychology and the social and health sciences.

Building on the success of Braun & Clarke's 2006 paper first outlining their approach - which has over 100,000 citations on Google Scholar - this book is the definitive guide to TA, covering: - Contextualisation of TA - Developing themes - Writing TA reports - Reflexive TA It addresses the common questions surrounding TA as well as developments in the field, offering a highly accessible and practical discussion of doing TA situated within a clear understanding of the wider terrain of qualitative research. Virginia Braun is a Professor in the School of Psychology at The University of Auckland, Aotearoa New Zealand. Victoria Clarke is an Associate Professor in Qualitative and Critical Psychology in the Department of Social Sciences at the University of the West of England (UWE), Bristol.

Organizational Change and Change

Management - Dag Ingvar Jacobsen 2021-04-13

This book explains how change encompasses many different phenomena, occurs in a variety of ways, and can have widely divergent causes and driving forces. It also helps to develop a constructive theory dealing with planned organizational change. The book is divided into two main sections. Part 1 discusses how organizations can tackle change actively in order to meet the new challenges they are facing. The author provides an analysis model based on four elements: driving forces, the content and scope of change, the process of change and the context of change. Part 2 addresses how an organization can implement a planned change. Emphasis is placed on how those who are responsible for implementing the change - the change agents - can apply various change strategies, and how planned change processes can be managed. The author shows how various change strategies and different ways of managing change can be equally effective, but in different situations. The book uses an interdisciplinary outlook, and it is based on research in the fields of psychology and sociology as well as political science and economics. The extensive references to source materials also mean that it is useful for anyone who would like to study organizational change in more depth. Dag Ingvar Jacobsen is the author of several books in the fields of organization and management, political science and methodology. He is co-author of the book *Hvordan*

organisasjoner fungerer (How Organizations Function), which is one of the most frequently

read books in Scandinavia about organization theory. Jacobsen is a professor at the University of Agder, and is a very popular speaker.