Master Thesis – Collaborative Organizational Development in an Enterprise Context

Background
As a large multinational company, operating in multiple markets with a broad portfolio of networking solutions, Ericsson’s organization is both wide and diverse. Even so, there is an ever-present need of organizational development, to acquire new and refine existing capabilities. Any means to reliably support and guide such organizational development, tailored to each organizational unique strengths, weaknesses and circumstances while at the same time enabling horizontal networking and knowledge sharing is potentially highly beneficial.

Ericsson has in recent years developed and piloted tool support for such digitalization of knowledge and organizational development. Now it is time to evaluate its efficacy and theoretical support grounded in literature.

Thesis Description
This thesis proposal aims to evaluate the above tool support and its deployment at Ericsson, and to guide its further development and use. Further development and/or maintenance of the tool support may be involved.

The proposed methodology is a combination of:

- Participatory research in deployment and piloting activities.
- Literature study to establish state of the art in comparison to Ericsson’s efforts.
- Interviews or other qualitative methods aimed at collecting experiences of users and stakeholders.

Qualifications
This project is intended for students in industrial engineering and management, specializing in digitalization. A certain understanding and experience of software engineering is required.

Extent
2 students, 30hp each

Location
Ericsson AB Mjärdevi, Linköping

Preferred Starting Date
Spring 2022

Keywords
Digitalization, Collaboration, Knowledge Management, Organizational Development

Contact Person
Daniel Ståhl
+46 76 14 97 573
daniel.stahl@ericsson.com