

PS932-15 From Stress to Health in the Workplace

22/23

Department

Psychology

Level

Taught Postgraduate Level

Module leader

Kirsty Lee

Credit value

15

Module duration

10 weeks

Assessment

100% coursework

Study location

University of Warwick main campus, Coventry

Description

Introductory description

There are many factors that contribute to a stressful or healthy workplace. The culture of a workplace dictates the psychological and social experiences of the workforce, and is influenced by leadership style and the distribution of power and resources. When a workplace culture is toxic, characterised by discrimination, harassment and bullying the mental health of the workforce suffers. This module will introduce students to the core components of healthy and toxic organisational cultures, will describe vulnerable populations within the workforce, and will discuss policies that promote mental health and wellbeing. These interdisciplinary sessions will be led by academics across the fields of psychology, medicine and business.

Module aims

To provide students with specialist content knowledge mental health and wellbeing in the workplace, using principles from occupational psychology, behavioural science and health policy.

Outline syllabus

This is an indicative module outline only to give an indication of the sort of topics that may be

covered. Actual sessions held may differ.

Although the content may vary, the module will cover subjects such as: Organisational culture and leadership; Resources and control; Discrimination, harassment & bullying; Multimorbidity; Returning to work from chronic illness; Non-verbal behaviour; Equality and diversity; Work-life balance; Connection and belonging; Measuring wellbeing and health.

Learning outcomes

By the end of the module, students should be able to:

- Appraise the factors that contribute to healthy workplace environments.
- Critically discuss policies and practices that aim to support workers experiencing health problems.
- Evaluate strategies to prevent discrimination, harassment and bullying in the workplace.

Indicative reading list

Chen, P. Y., & Cooper, C. (Eds.). (2014). Work and wellbeing. In C. Cooper (Ed.) Wellbeing: a complete reference guide (Vol. 3). Chichester, Wiley-Blackwell.

Lok, P., & Crawford, J. (2004). The effect of organisational culture and leadership style on job satisfaction and organisational commitment. *Journal of management development*. 1-30.

Nielsen, M. B., & Einarsen, S. (2012). Outcomes of exposure to workplace bullying: A meta-analytic review. *Work & Stress*, 26(4), 309-332.

Interdisciplinary

The sessions will be led by academics across the fields of psychology, medicine and business.

Subject specific skills

Appraisal of healthy and toxic workplace environments.

Critically discussion of policies and practices that promote wellbeing among employees.

Examination of effective strategies to prevent discrimination, harassment and bullying in the workplace.

Transferable skills

Critical evaluation of policies and procedures

Understanding and discussion of effective equality and diversity policies

Written communication and critical thinking

Study

Study time

Type	Required
Lectures	10 sessions of 2 hours (13%)
Private study	130 hours (87%)
Total	150 hours

Private study description

Private study before and after lectures and preparation for the assessment.

Costs

No further costs have been identified for this module.

Assessment

You must pass all assessment components to pass the module.

Assessment group A

	Weighting	Study time
Take home Examination	100%	

The format of the exam will be an open-book essay format and will cover material across the whole course. There will be a total of four questions, from which students must choose two to answer. Each essay will be 1500-words. The exam will be open for one-week; essay titles will be release at 9am on Monday and will be submitted at midday on Friday

Feedback on assessment

Students will be provided with online feedback on the assessment. Individual one-on-one feedback will be provided upon request.

Availability

Courses

This module is Core for:

- Year 1 of TPSS-C848 Postgraduate Taught Mental Health and Wellbeing