**Title of the course:** Organisational Health and Healthy Workplaces

**Course code:** PSYM21-WO-108

**Head of the course:** Juhász Ágnes

**Academic degree:** PhD

**Position:** Senior lecturer

**MAB Status:** A (T)

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| **Az oktatás célja angolul** |

The aim of this course is to provide participants with an overview of the main characteristics of the organizational structure and processes which support the employees’ health or which contribute to the employees’ mental or physical illness. Students will gain an understanding of the area, the goals, the main theories and approaches of occupational health psychology.

**Learning outcome, competences**

Knowledge:

* Students will gain knowledge of the organizational characteristics which support employees’ health or which make them physically or mentally ill
* Learning about the most important workplace stress models
* Systematic thinking about the individual and organizational factors influencing the relationship between work and health
* Learning about the most frequently used assessment and research methods of the field

Attitude:

* Open-minded and supportive attitude towards employees
* Able to perceive the limits of their competences
* Sensitivity to ethical dilemmas
* Critical thinking during reading academic literature

Skills:

* Ability to plan and implement an organizational assessment, research in the field of occupational health psychology
* Ability to communicate in writing and orally in a well-prepared, comprehensive manner about occupational health psychological issues

Autonomy, responsibility:

* Students try to promote health protection and healthcare in workplaces and organizations.
* Students are able to make recommendations for possible interventions and programs.

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| **Az oktatás tartalma angolul** |

**Topics of the course**

* Concepts, models and approaches of health and health promotion
* Organizational structures and processes which support the mental health of employees. Neurotic organizations. Organizational characteristics which contribute to the mental problems of employees.
* Effect of job and workplace stress on mental and physical health. Relationship between a healthy organization and employee engagement, commitment, motivation and achievement.
* Work-life balance. Workaholism.
* Gender differences, gender roles, workplace expectations and mental health
* Bullying and abuse in organizations. Education, preventional and treatment programs.
* Models of burn-out. Predictors.
* Role of organizational psychologists. Competences and limits of competences.
* Psychosocial Risk Assessment at the Workplace.

**Learning activities, learning methods**

* Lecture
* Presentation of case studies
* First hand experience with questionnaires and technics
* Project work
* Group work
* Student presentations and group discussions

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| **A számonkérés és értékelés rendszere angolul** |

**Learning requirements, mode of evaluation, criteria of evaluation:**

Knowledge of the course material and the readings

Mode of evaluation:

* exam mark (5-point grading scale)

Criteria of evaluation:

* A proposed mark based on oral presentation, written paper and activity during the classes.

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| **Idegen nyelven történő indítás esetén az adott idegen nyelvű irodalom:** |

**Compulsory reading list**

* Burcsi T., Juhász É. és mts. (2014): Munkahelyi lelki egészségvédelem – mentális egészség, stresszkezelés, változások elfogadásának elősegítése. Pécsi Tudományegyetem.
* Juhász Ágnes (2002): *Munkahelyi stressz, munkahelyi egészségfejlesztés*. Oktatási segédanyag. BMÁE.
* Juhász Ágnes (2016). A pszichoszociális kockázatkezelés gyakorlati megvalósítása, módszertana. In: Szabó Gyula (szerk): *Pszichoszociális kockázatok kezelése*, 116-128 o., Óbudai Egyetem, Budapest, 2016.
* Leka, S. & Houdmont, J. (Eds.) (2010) *Occupational Health Psychology. Chichester.*

**Recommended reading list**

* Bakker, A.B., Schaufeli, W.B., Leiter, M.P., & Taris, T.W. (2008). Work engagement: An emerging concept in occupational health psychology. *Work and Stress, 22,* 187-200.
* Ganster, D.C. & Rosen, C.C. (2013). Work stress and employee health: A multidisciplinary review. *Journal of Management, 39(5),* 1085-1122.
* Maslach, C. (2008). Early predictors of job burnout and engagement. *Journal of Applied Psychology, 93(3)*, 498.
* Nielsen, M B, & Einarsen, S. (2012). Outcomes of exposure to workplace bullying: A meta-analytic review. *Work and Stress, 26(4),* 309-332.
* Sonnentag, S. & Frese, M. (2012). Stress in organizations. In I.B. Weiner, N. Schmitt, & S. Highhouse (Eds.), *Handbook of Psychology (Vol. 12: Industrial and Organizational Psychology*, Chapter 21, pp. 560-592). London: Wiley.

**Course-specific information (specific to a given lecture or seminar)**

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| **General data** |

**Specific (sub)title of the course (if relevant):**

**Specific (sub)code of the course (if relevant):**

**Date and place of the course:**

**Name of the lecturer:**

**Department of the lecturer:**

**Email of the lecturer:**

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| **Specific syllabus/schedule of the lecture/seminar (if relevant)** |

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| **Further specific information (eg. requirements) (if relevant)** |

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