Organizations'and employees' well-being: theories and interventions
Master: ORGANIZATIONAL AND OCCUPATIONAL HEALTH PSYCHOLOGY
2nd year / 1st semester

Coordinators	**Delia Virga, PhD, associate professor**
	Coralia Sulea, PhD, assistant professor
Type of discipline:	Compulsory
Number of allocated hours	56
Credits	8

Short description

Occupational health psychology (OHP) represents an interdisciplinary partnership between psychology professionals and occupational science ones that aim at improving the quality of work life, ensure the protection and safety for employees, promote and maintain health and well-being of workers in all working fields. OHP research and practice aims at developing interventions at individual and organizational leve in order to create healthier organizations and healthier employees and to maximize employees' effectiveness and work performance. Among important topics are employees well-being, work-life balance, work-related stress etc. Using a various methodology for teaching, as lectures, case studies, reviews and presentations, students will have the opportunity to learn and develop various academic and practitioner skills.

Competencies (to be developed)

- Develop a broader understanding of how the study of OHP can enhance performance and organizational health.
- Aquire practical skills in order to contribute effectively at the workplace
- Developing skills for applied research.

Objectives

- To gain broad understanding of the OHP field
- To understand the main theoretical and empirical directions
- To obtain klop knowledge about OHP areas and develop skills for OHP interventions

Content

1
Course: METHODOLOGICAL ISSUES IN OCCUPATIONAL HEALTH PSYCHOLOGY RESEARCH **Seminar: Analyzing various types of research design: cross-sectional, longitudinal and diary reports** **References** Demerouti, E., Le Blanc, P., Bakker, A.B., Schaufeli, W.B. & Hox, J. (2009). Present but sick: A three-wave study on job demands, presenteeism and burnout. *Career Development International*, 14, 50-68. Xanthopoulou, D., Bakker, A.B., Demerouti, E. & Schaufeli, W.B. (2009). Work engagement and financial returns: A diary study on the role of job and personal resources. *Journal of Organizational and Occupational Psychology,* 82, 183-200
2
Course: STRESS AND HEALTH MODELS **Seminar: Linking stress, employee well-being and work performance** **References** Cotton, P., Hart, P.M. (2003). Occupational well-being and performance. A review of organizational health research. *Australian Psychologist*. 38 (2), 118-127 Mark, G.M., Smith, A.P. (2008). Stress models: A review and suggested new direction. In J. Hudmont and S. Leka (eds.) *Occupational Health Psychology. European Perspectives on research, education and practice* (pp. 111-144). Notthingam University Press.
3
Course: THE ROLE OF INDIVIDUAL DIFFERENCES **Seminar: Dealing with personal styles at work for developing healthy relations at work (1)** **References** Heuvel, M. Van den, Demerouti, E., Schaufeli, W.B., Bakker, A. (2010). Personal resources and work engagement in the face of change. In J. Houdmont and S. Leka (Eds). *Contemporaray Occupational Health Psychology. Global perspectives on research and practice.* (pp.124-150). Chichester: John Wiley and Sons. Semmer, N.K. (2003). Individual differences, work stress and heath. In M.J. Schabracq, J.A.M. Winnubst and C.L. Cooper (eds.) *The handbook of work and health psychology* (pp. 83-120). Chichester: John Wiley and sons
4
Course: INTERPERSONAL MISBEHAVIOR **Seminar: Dealing with personal styles at work for developing healthy relations at work (2)** **References** Milam, A. C., Spitzmüller, C., & Penney, L. M. (2009). Investigating individual differences among targets of workplace incivility. *Journal of Occupational Health Psychology, 14*(1), 58-69. Tepper, B.J., Carr, J.C., Breaux, D.M., Geider, S., Hu, C., Hua, W. (2009). Abusive supervision, intentions to quit, and employees' workplace deviance: A power dependence analysis. *Organizational Behavior and Human Decision Processes*, 109, 156-167.

5
Course: WORK STRESSORS AND ORGANIZATIONAL CONSTRAINTS   **Seminar: Dealing with job demands and promoting job and personal resources**   **References**   Gilboa, S., Shirom, A., Fried, Y., Cooper, C. (2008). A meta-analysis of work demand stressors and job performance: Examining main and moderating effects. *Personnel Psychology*, 61, 227-271.   Spector, P.E., Jex, S.M. (1998). Development of a four self-report measures of job stressors and strain: interpersonal conflict at work scale, organizational constraints scale, quantitative workload inventory, and physical symptoms inventory. *Journal of Occupational Health Psychology*, 3 (4), 356-367.
6
Course: HARRASSMENT AND VIOLENCE   **Seminar: Dealing with abusive behaviors at work**   **References**   Spector, P.E., Coulter, M., Stockwell, H.G., Matz, M.W. (2007). Perceived violence climate: a new construct and its relationship to workplace physical violence and verbal aggression, and their potential consequences. *Work & Stress,* 2 (2), 117-130.   Willness, C., Steel, P., Lee, K. (2007). A meta-analysis of the antecedents and consequences of workplace sexual harrassment. *Personnel Psychology,* 60, 127-162.
7
Course: WORKAHOLISM VS WORK ENGAGEMENT   **Seminar: Promotion of positive attitudes and positive organizational behavior**   **References**   Schaufeli, W.B. & Bakker, A.B. (2010). The conceptualization and measurement of work engagement. In A.B. Bakker & M.P. Leiter (Eds.), *Work engagement: A handbook of essential theory and research* (pp. 10-24). New York: Psychology Press.   Taris, T.W., Schaufeli, W.B. & Shimazu, A. (2010). The push and pull of work: About the difference between workaholism and work engagement. In A.B. Bakker & M.P. Leiter (Eds.), *Work engagement: A handbook of essential theory and research* (pp. 39-53). New York: Psychology Press.
8
Course: BURNOUT   **Seminar: Burnout prevention and intervention**   **References**   Bakker, A.B. (2009). The crossover of burnout and its relation to partner health. Stress & Health, 25, 343-353   Le Blanc, P.M., Schaufeli, W.B. (2008). Burnout interventions: An overview and illustration. In: Halbesleben J.R.B.(Eds.), *Handbook of Stress and Burnout in Health Care* (pp.201-216). New York: Nova Science Publishers.
9
Course: EMPLOYEE CONTROL AND WORK SCHEDULES   **Seminar: Managing organizational change towards organizational and employee health**   **References**   Karasek, R.A. (1979). Job demands, job decision latitude, and mental strain: Implications for job redesign. *Administrative Science Quarterly, 24,* 285-308.   Rodriguez, J., Bravo, M.J., Peiro, J.M. (2001). The Demands-Control Support Model, locus of control and job satisfaction: a longitudinal study. *Work & Stress*, 15 (2), 97-114

10
Course: COMBATING PSYCHOSOCIAL AND ORGANIZATIONAL RISKS **Seminar: Managing organizational change towards organizational and employee health** **References** Westlander, G. (1994) Training of psychologists in occupational health work: Ten years of course development- Experience and future perspectives. *Eur Work Org Psychology, 4* , 189-202. Noblet, A.J., La Montagne, D.A. (2009). The Challenges of Developing, Implementing, and Evaluating Interventions. In Cartwright, S., Cooper, G.,L.,(Eds.*). The Oxford Handbook of Organizational Well-being*. Oxford University Press
11
Course: COPING WITH WORKPLACE STRESS **Seminar: Stress interventions** **References** Carver, C.S., Scheier, M.F., Weintraub, J.K. (1989). Assessing coping strategies: A theoretical based approach. *Journal of Personality and Social Psychology*, 56 (2), 267-283. Tetrick, L.E., Quick, J.C., Quick, J.D. (2005). Prevention perspectives in OccupationL Health Psychology. In A.S.G. Antoniou and C.L. Cooper (eds.) *Research companion to organizational health psychology* (pp. 209-216). Cheltenham: Edward Elgar.
12
Course: EMPLOYEE SAFETY AND SAFETY CLIMATE **Seminar: Proactive approaches related to safety** **References** Didla, S. Mearns, K., Flin, R. (2009). Safety citizenship behavior: a proactive approach to risk management. *Journal of Risk Research*, 12 (3-4), 475-483. Dollard, M.F., & Bakker, A.B. (2010). Psychosocial safety climate as a precursor to conducive work environments, psychological health problems, and employee engagement. Journal of Occupational and Organizational Psychology, 83, 579-599
13
Course: WORK-FAMILY BALANCE **Seminar: Work-family friendly programs** **References** Geurts, S.A.E., Demerouti, E. (2003). Work/non work interference. A review of theory and findings. In M.J. Schabracq, J.A.M. Winnubst and C.L. Cooper (eds.) *The handbook of work and health psychology* (pp. 279-312). Chichester: John Wiley and sons Beauregard, T.A., Henry, L.C. (2009). Making the link between work-life balance practices and organizational performance. *Human Resource Management Review*, 19, 9-22.
14
Course: ATTITUDE AND BEHAVIOR CHANGE FOR DEVELOPING HEALTHY ORGANIZATIONS **Seminar: Developing programs and policies for healthy employees and organizations** **References** Gilbreath, B. (2004). Creating healthy workplaces. In C.L. Cooper and I.T. Roberston (eds.) International Review of Industrial and Organizational Psychology (vol 19) (pp. 93-118). Chichester: John Wiley and Sons. Krieger, M.P., Hanson, B.J. (1999). A value-based paradigm for creating truly healthy organizations. *Journal of Organizational Change Management*, 12 (4), 302-317.

EVALUATION

1. *Research proposal.* The paper should propose a study concerned with an OHP aspect. The proposal may be primarily theoretical or practical in nature. Each student will present the proposal during the last session. You may work in two for this assignment. Details for this task and evaluation criteria will be discussed at first course *(4 points).*
2. *Written exam.* You will be given 3 questions related to the topics discussed and you will choose 2 of them for giving a response *(5 points).*

The same evaluation method will be maintained for each evaluation session.

ATTENDANCE

Is required for 10 out of 14 seminars.

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