

Module Code	PSU34820
Module Name	Workplace Wellbeing
ECTS credit weighting	5 ECTS
Semester taught	Semester 2 (Hilary Term)
Module Coordinator/s	Adele Grazi
Module Learning Outcomes with embedded Graduate Attributes	<p>On successful completion of this module, students should be able to:</p> <p>LO1. Understand and describe the importance of workplace wellbeing for organisational success</p> <p>LO2. Comprehend and discuss the diverse processes, procedures and leadership styles within the organisation that are responsible in enhancing employee's wellbeing</p> <p>LO3. Ability to apply social psychology and individual psychology concepts to enhance employee wellbeing in the workplace</p> <p>LO4. Critically evaluate the importance of wellbeing research in guiding practices in this area.</p>
Module Content	<ul style="list-style-type: none"> • Introduction to organisational psychology and wellbeing (brief history) • Definition and understanding of models and constructs of wellbeing. • The importance of workplace wellbeing for both the organisation and the individual employee, a psychological perspective • Organisational process and procedures that enhance wellbeing • Leadership styles and wellbeing • Vertical and horizontal organisational communication and its impact on wellbeing • Theoretical overlap of Social psychology and organisational psychology in wellbeing theory • Organisational culture and wellbeing

- Social norms within the organisational culture that enhance wellbeing
- Individual psychology and wellbeing
- Measurements of employee wellbeing

Teaching and Learning Methods

As this is an advanced sophister research led module, seminal and up-to-date journal articles will be provided, as well as relevant podcasts and YouTube videos, throughout the module. The seminars will also enable discussions of content and practical exercises.

Assessment

Assessment Component	Assessment Description	% of total
Consultancy Project	Students will be provided with details of a (fictional) company for whom they will work as a consultant organisational psychologist. The assessment will involve preparing a consultancy report for the company, advising on issues covered in the module, such as culture, leadership and management styles, how teams function effectively, and employee diversity, wellbeing and motivation.	100%

Contact Hours and Indicative Student Workload¹

Contact hours: 11 X 1 hour lectures

¹ [TEP Guidelines on Workload and Assessment](#)

Recommended Reading List

Gallup, F. (2021). Wellbeing at work, How to build Resilient and thriving teams.

Hesketh, I. & Cooper, C. (2019). Wellbeing at work. How to design,implement and evaluate an effective strategy.

Kaliko, Restas, Szabo, Czibor (2019)The Effect of Organizational Culture on Employee Wel Being: Work- Related Stress, Employee Identification, Turnover Intention (. Organis tional culture and employee well-being.

Michell, D. (2018). 50 top tolls for employee wellbeing. A complete toolkit for developing happy, healthy, productive and engaged employees.

Millingan-Saville, J., (2017) Workplace mental health training for managers and its effects on sick leave on employees a cluster randomized controlled trial, Lancet psychiatry, 4, pp850-858.

Seligman (2011) Flourish. A visionary new understanding of Happiness and Well-being

Module Pre-requisite

PSU12060 Social psychology

Module Co-requisite

Module Website

Are other Schools/Departments involved in the delivery of this module? If yes, please provide details.

No