



Module Specification

Well-Being and Work

Version: 2023-24, v2.0, 21 Jun 2023

Contents

Module Specification	1
Part 1: Information	2
Part 2: Description	2
Part 3: Teaching and learning methods	3
Part 4: Assessment.....	5
Part 5: Contributes towards	6

Part 1: Information

Module title: Well-Being and Work

Module code: USPK7V-15-M

Level: Level 7

For implementation from: 2023-24

UWE credit rating: 15

ECTS credit rating: 7.5

Faculty: Faculty of Health & Applied Sciences

Department: HAS Dept of Social Sciences

Partner institutions: None

Field: Psychology

Module type: Module

Pre-requisites: None

Excluded combinations: None

Co-requisites: None

Continuing professional development: No

Professional, statutory or regulatory body requirements: None

Part 2: Description

Overview: This module integrates (a) how work links with individual and organisational well-being by considering the role of work and employment as such, (b) how work is structured and continues to evolve including the interface of work and non-work, (c) any negative effects of work including various theories of stress and pressure and the role of emotions, and (d) positive and preventative paradigms. Mental and physical health will be considered explicitly, including symptoms and

disorders and their manifestations in the workplace with clear consideration of diversity and individual differences in responses.

Features: Not applicable

Educational aims: Students will be expected to critically evaluate the psychological theory and evidence base for relevant interventions and how these might be implemented and evaluated in practice.

Outline syllabus: The employment lifecycle and its impact on wellbeing;

Issues around the measurement of wellbeing in the workplace;

Traditional and shift work patterns including circadian rhythms and the effects on health and wellbeing;

Conflict at work, with a focus on bullying and harassment;

A review of the happy-productive worker;

History of stress, causes and symptoms as well as a balanced approach to 'stress' as a concept;

Stress in the workplace - interventions and management;

Work-life balance;

Emotions in the workplace - recognising the importance and impact of affective responses;

Promoting resilience and understanding growth mindset in the workplace.

Part 3: Teaching and learning methods

Teaching and learning methods: Students will typically have ten online sessions scheduled, supported by additional self-directed study. In addition, they will have two face to face days to engage in workshop activities to support the online sessions and additional study.

Students will be expected to attend scheduled timetabled sessions – these will be via online delivery. They will also be expected to engage in further reading and group based online discussions as well as independent study. There will be approximately 150 hours of learning. Scheduled learning: includes online lectures, and core reading (20 hours). There will also be face to face workshops and scheduled online group discussions (16 hours). Independent Learning: includes hours engaged with additional reading and asynchronous online discussions (64 hours) as well as assignment preparation and completion (50 hours). Virtual Learning: This module will be supported by a range of online learning environments, such as Blackboard where a wide range of course materials will be available. Students will be expected to access and engage with these materials throughout the module. Discussion boards will be enabled for student use and facilitated/moderated by the module leader.

Module Learning outcomes: On successful completion of this module students will achieve the following learning outcomes.

MO1 Understand how work links with individual and organisational well-being by considering the role of work and employment.

MO2 Understand how work is structured and continues to evolve including the interface of work and non-work.

MO3 Be knowledgeable of the negative effects of work including various theories of stress and pressure and the role of emotions.

MO4 Critically evaluate the psychological theory and evidence base with regards to the interventions and their implementation in practice.

Hours to be allocated: 150

Contact hours:

Independent study/self-guided study = 114 hours

Face-to-face learning = 36 hours

Total = 150

Reading list: The reading list for this module can be accessed at [readinglists.uwe.ac.uk](https://uwe.rl.talis.com/modules/uspk7v-15-m.html) via the following link <https://uwe.rl.talis.com/modules/uspk7v-15-m.html>

Part 4: Assessment

Assessment strategy: Two summative assessment are used.

Pitch on Stress Intervention (15 mins):

It is proposed that students review a fictitious company brief which requires them, as an OP in a consulting organisation, to pitch a stress intervention programme. The purpose of this is to encourage the students to review the stress literature and material in order to critically evaluate the research and pitch what would work in an organisation to help reduce stress in the workplace. This practical assessment provides students with the opportunity to develop and receive feedback on a transferable, consultancy based skill. The resit will also require a video submission of their pitch. Students will be allocated to groups in order to help support them with this assessment and help them engage in collaborative working to simulate working on OP projects in the real world. The pitch will be individually delivered and marked independently – the group work element is merely to provide support from their peer group throughout the process and to practice pitches with each other, if necessary.

Essay:

This is a 1500 word essay which will be selected from a range of titles. The essay titles will relate to the other topics covered in the module such as bullying and harassment, the happy productive worker and shift-work. They will be expected to critically evaluate the material in the research domain. This essay will demonstrate the students ability to understand key material covered on the course and evaluate psychological evidence related to work and wellbeing.

Assessment tasks:

Presentation (First Sit)

Description: Video Submission of Presentation pitch (15 mins)

Weighting: 50 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2

Written Assignment (First Sit)

Description: Essay (1500 words)

Weighting: 50 %

Final assessment: No

Group work: No

Learning outcomes tested: MO3, MO4

Presentation (Resit)

Description: Video Submission of Presentation pitch (15 mins)

Weighting: 50 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2

Written Assignment (Resit)

Description: Essay (15000 words)

Weighting: 50 %

Final assessment: No

Group work: No

Learning outcomes tested: MO3, MO4

Part 5: Contributes towards

This module contributes towards the following programmes of study:

Occupational Psychology [Frenchay] MSc 2023-24

Occupational Psychology [Frenchay] MSc 2022-23