



Module Specification

Wellbeing at Work

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Part 1: Information

Module title: Wellbeing at Work

Module code: USPJMQ-15-M

Level: Level 7

For implementation from: 2021-22

UWE credit rating: 15

ECTS credit rating: 7.5

Faculty: Faculty of Health & Applied Sciences

Department: HAS Dept of Social Sciences

Partner institutions: None

Delivery locations: Frenchay Campus

Field: Psychology

Module type: Standard

Pre-requisites: None

Excluded combinations: None

Co-requisites: None

Continuing professional development: Yes

Professional, statutory or regulatory body requirements: None

Part 2: Description

Overview: This module looks at issues around well-being in the workplace, typically considering the following topics: how work links with individual and organisational well-being by considering the role of work and employment; how work is structured and continues to evolve including the interface of work and non-work; any negative effects of work including various theories of stress and interventions.

Features: Not applicable

Educational aims: This module aims to blend theory with practice and prepare students for work as a business psychologist by understanding more about the role of well-being in the workplace.

Outline syllabus: Typically, this module will cover:

Introduction to wellbeing;

The measurement of wellbeing in the workplace;

Work design and its impact on wellbeing i.e. shift patterns;

The happy-productive worker;

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

Measuring stress;

Workplace stress interventions and management;

Relationships at work including bullying and harassment;

Managing relationships at work i.e. conflict management and having difficult conversations

Promoting resilience and flourishing in the workplace.

Part 3: Teaching and learning methods

Teaching and learning methods: Students will be expected to allocate time across all the topic sessions – these will be via online delivery and there will also be required attendance at face-to-face workshops. They will also be expected to engage in further reading and group based online discussions as well as independent study.

Scheduled learning: includes online lectures, and core reading. There will also be face to face workshops and scheduled online group discussions.

Independent Learning: includes hours engaged with additional reading and asynchronous online discussions as well as assignment preparation and completion.

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 Critically evaluate how work links with individual and organisational well-being.

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

MO3 Critically evaluate the positive and negative effects of work.

MO4 Critically evaluate psychological theory and evidence base with regards to practical wellbeing interventions.

MO5 Effectively and clearly communicate organisational wellbeing needs.

Hours to be allocated: 150

Contact hours:

Independent study/self-guided study = 70 hours

Face-to-face learning = 80 hours

Total = 150

Reading list: The reading list for this module can be accessed at [readinglists.uwe.ac.uk](https://rl.talis.com/3/uwe/lists/92534BBF-0515-4A58-D37A-F5BD91C985CD.html?lang=en-GB&login=1) via the following link <https://rl.talis.com/3/uwe/lists/92534BBF-0515-4A58-D37A-F5BD91C985CD.html?lang=en-GB&login=1>

Part 4: Assessment

Assessment strategy: The assessment will involve a practical skills-based task, typically focused around workplace stress interventions.

Students will be provided with data from a stress audit, as would be the case in 'the real world'. 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. Peers will then review and provide feedback. The student will then be required to review this feedback, watch their own video pitch and then engage in reflection of their presentation.

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, but based on a different case study.

In addition to the summative assessment, there will also be opportunity to receive formative feedback on group discussions and presentations during face-to-face sessions and online discussions.

Assessment components:

Presentation - Component A (First Sit)

Description: Video presentation (15 minutes), based on a case study with self and peer reflection logs also submitted.

Weighting: 100 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5

Presentation - Component A (Resit)

Description: Video presentation (15 minutes), based on a case study with self and peer reflection logs also submitted.

Weighting: 100 %

Final assessment: Yes

Group work: No

Learning outcomes tested:

Part 5: Contributes towards

This module contributes towards the following programmes of study:

Business Psychology [Jan] [FT] [Frenchay] [1yr] MSc 2021-22

Business Psychology [Jan] [PT] [Frenchay] [2yrs] MSc 2021-22