



## **Module Specification**

### Wellbeing at Work

Version: 2023-24, v3.0, 05 Apr 2023

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## Part 1: Information

**Module title:** Wellbeing at Work

**Module code:** USPJMQ-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:** 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 = 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://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 consists of a practical skills-based task, typically focused around workplace interventions, and a written assessment. Task one assesses module outcomes 3, 4 and 5. The written assignment assesses module outcomes 1 and 2.

Assessment task 1: students will be provided with organisational data connected with wellbeing at work as would be the case in 'the real world'. The purpose of this is to encourage the students to review the literature and material in order to critically evaluate the research and pitch what would work in an organisation to help wellbeing and/or reduce stress. 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.

Written assessment: this would be a 1,500-word essay in which students choose between several possible essay questions. The resit would be the same as the first sit.

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 tasks:**

#### **Written Assignment (First Sit)**

Description: 1,500-word essay choice between four possible essay questions.

Weighting: 25 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2

#### **Presentation (First Sit)**

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

Weighting: 75 %

Final assessment: No

Group work: No

Learning outcomes tested: MO3, MO4, MO5

**Written Assignment (Resit)**

Description: 1,500-word essay - choice between four possible essay questions.

Weighting: 25 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2

**Presentation (Resit)**

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

Weighting: 75 %

Final assessment: No

Group work: No

Learning outcomes tested: MO3, MO4, MO5

**Part 5: Contributes towards**

This module contributes towards the following programmes of study:

Business Psychology [Frenchay] MSc 2023-24

Business Psychology [Frenchay] MSc 2022-23