



Module Specification

Wellbeing at Work

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Part 1: Information

Module title: Wellbeing at Work

Module code: USPJSN-15-M

Level: Level 7

For implementation from: 2025-26

UWE credit rating: 15

ECTS credit rating: 7.5

College: College of Health, Science & Society

School: CHSS School of Social Sciences

Partner institutions: None

Field:

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 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 (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. The module is practice-oriented and research-informed.

Features: This module is run as part of the Business and Organisational Psychology MSc. It can alternatively be run as a standalone CPD module. It is designed for blended learning delivery.

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: Typically, this module will cover topics around the following:

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

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

'Work-Life Balance'

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, which will be delivered online. They will also be required to attend face-to-face workshops. They will be expected to engage in further reading, group-based discussions, and independent study.

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

Independent learning includes hours engaged with additional reading and group-based discussions as well as assignment preparation and completion.

Virtual learning 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.

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 Critically evaluate the positive and negative effects of work.

MO3 Critically evaluate psychological theory and evidence base with regards to practical wellbeing interventions.

MO4 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 = 0

Reading list: The reading list for this module can be accessed at [readinglists.uwe.ac.uk](https://rl.talis.com/3/uwe/lists/38447709-DD5D-5B34-92CB-A37BDC70C054.html?lang=en-GB&login=1) via the following link <https://rl.talis.com/3/uwe/lists/38447709-DD5D-5B34-92CB-A37BDC70C054.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.

For the assessment students will be provided with information on an organisation

connected with wellbeing at work, closely mirroring what might be received from organisations in 'the real world'. This is to encourage the students to review the literature and organisational material to then critically evaluate the research and propose what would work for this organisation, utilising evidence based practice skills. The assessment will be inclusive with options for alternative submissions, such as a recorded video proposal or a written proposal, as is often the case when consulting, so again, mirrors 'real world working'. Some reflection is also required on this assessment. This practical assessment allows students to develop and receive feedback on important transferable, consultancy-based skills. The resit will be the same as the main assessment.

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 discussions.

Assessment tasks:**Portfolio (First Sit)**

Description: A review of organisational information and a proposal for the best way forward. The portfolio will also include some reflection on learning.

Weighting: 100 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4

Portfolio (Resit)

Description: A review of organisational information and a proposal for the best way forward. The portfolio will also include some reflection on learning.

Weighting: 100 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4

Part 5: Contributes towards

This module contributes towards the following programmes of study:

Business and Organisational Psychology [Frenchay] MSc 2025-26

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