

COURSE DESCRIPTION (GENERAL DESCRIPTION)

Course title: Wellbeing and Health Promotion at the Workplace

Course code: PSZM21-MO-MUNK-105

Head of the course: Juhász Ágnes

Aim of the course

Aim of the course:

The course focuses on interventions to promote employee health and well-being. The aim of the course is to prepare students to participate in designing, implementing and evaluating worksite health promotion interventions as practitioners and/or researchers.

Learning outcome, competences

knowledge:

- Students will be aware of the potential benefits / advantages of the worksite as a setting for health promotion,
- Students will be aware of the ethical issues involved in work site health promotion
- Knowledge about the evidence based health promotion interventions and methodological issues

attitude:

- Openness to cooperation with other professionals in the area of worksite wellbeing and health promotion
- Emphatic to employees and their workplace issues.

skills:

- Students will be able to design a tailored work site intervention to improve employee health and well-being applying scientific knowledge with regard to effective interventions
- Ability to cooperate with other professionals.

autonomy, responsibility:

- Students are able to apply the acquired knowledge on their own, in accordance with the ethical guidelines of psychology, but only for purposes corresponding to their level of competence.

Content of the course

Topic of the course

- Health promotion interventions
 - individual focused interventions: life-style interventions, well-being programs
 - relaxation, stress management training
 - CBT methods
 - organization focused interventions (e.g. job redesign)
 - research methods: participative action research
- the development, implementation, and evaluation of an intervention program.
 - Evaluating intervention effectiveness (process evaluation and effect evaluation).
- Preventing burnout
- Employee Assistance Programs
- Health Risk Appraisal and health coaching at the workplace

Learning activities, learning methods

- mini lectures
- case descriptions

- in-class assignments
- individual homework assignments
- group work

Evaluation of outcomes

Learning requirements, mode of evaluation and criteria of evaluation:

Requirements:

- Acquisition of the skills and knowledge of the course. Active participation in the course, completing the individual and group assignments.

Mode of evaluation:

- practice mark (5 grade)

Criteria of evaluation:

- Subgroup assignment (project work, presentation)
- Individual assignments (paper)
- Active participation in the classes

Reading list

Compulsory reading list

- Leka, S. & Houdmont, J. (Eds.)(2010) Occupational Health Psychology. Chichester, UK: Wiley-Blackwell. (note: this book will also be used in the course 'Work & Stress')
- Richardson, K. M., & Rothstein, H. R. (2008). Effects of occupational stress management intervention programs: A meta-analysis. *Journal of Occupational Health Psychology, 13*(1), 69.

Recommended reading list

- Allegrante, J. & Sloan, R. (1986). Ethical dilemmas in workplace health promotion. *Preventive Medicine, 15*(3), 313-320.
- Awa, W., Plaumann, M., & Walter, U. (2009). Burnout prevention: A review of intervention programs. *Patient Education and Counseling, 78*, 184-190. <https://doi.org/10.1016/j.pec.2009.04.008>
- Cahalin, L.P., Kaminsky, L., Lavie, C.J., et al. (2015). Development and implementation of worksite health and wellness programs: A focus on Non-communicable disease. *Progress in Cardiovascular Diseases, 58*, 94-101.
- DeJoy, D, Wilson, M, Vandenberg, R, et al. (2010). Assessing the impact of healthy work organization intervention. *Journal of Occupational and Organizational Psychology, 83*(1), 139-165.
- Nielsen, K, Randall, R, Holten, A, et al. (2010). Conducting organizational-level occupational health interventions: What works?. *Work and Stress, 24*(3), 234-259.
- NIOSH (2008). Essential elements of effective workplace programs and policies for improving worker health and wellbeing. *WorkLife*, October 2008.
- Robroek, S, van Lenthe, F, van Empelen, P, & Burdorf, A. (2009). Determinants of participation in worksite health promotion programmes: A systematic review. *The International Journal of Behavioral Nutrition and Physical Activity, 6*(1), 26.
- Tetrick, L.E. & Winslow, C.J. (2015). Workplace stress management interventions and health promotion. *Annual Review of Organizational Psychology and Organizational Behavior, 2*, 583-603.

COURSE-SPECIFIC INFORMATION (SPECIFIC TO A GIVEN LECTURE OR SEMINAR)

General data

Specific (sub)title of the course (if relevant):

Specific (sub)code of the course (if relevant):

Date and place of the course:

Name of the lecturer:

Department of the lecturer:

Email of the lecturer:

Specific syllabus/schedule of the lecture/seminar (if relevant)

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Further specific information (eg. requirements) (if relevant)

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