

**Course 2: Psychology of health and quality of work life.**

UNIVERSITY: Valencia, Barcelona, and Coimbra.

ECTS: 4

**Contents:**Theoretical knowledge:

1. Main theories and models of occupational health psychology.
2. Quality of working life: concept and theories.
3. Hazards and risks at work. Working conditions. Technologies. Temporal arrangements. Work and family balance. Job insecurity and unemployment.
4. Work stress (individual and collective), fatigue, mental workload....
5. Consequences for individual: psychosomatic complains, burnout, engagement, satisfaction....

Assessment skills:

6. Analysis and evaluation of working conditions and work stressors.
7. Analysis and evaluation of effort, emotions, fatigue, boredom, stress, body rhythms..
8. Analysis and evaluation of work consequences: psychosomatic complains, burnout, engagement, satisfaction....

**Didactics:**

Didactic methods that will be used to improve knowledge are: lecture & questions, demonstrations, audiovisual methods, computer demonstrations, practitioner's report / guest lecture, and student reading.

Didactic methods that will be used to improve skills are: exercises (use of technique or tool), computer exercises, simulation or role playing, student assignments, student group assignments, and case studies.

Finally, in order to improve both knowledge and skills, the following didactic methods could be used: discussion meeting, small group discussion, student oral presentation, student paper, and site visit or excursion.

- Students would select one type of possible hazard or risk at work and do an oral presentation about current and past research on that topic.
- Quality of working life will be defined through discussion meeting
- Maslach Burnout Inventory will be used to evaluate individual levels of burnout
- Student group assignment: Analysis and diagnostic of psychosocial risk factors in organizations. Results would be presented to the whole students groups. Discussion and critical analysis of assignments would be encouraged.

**Teaching materials and readings:**

- Cartwright S. & Cooper Cary L. (1999) Una estrategia organizacional integrada para reducir el estrés del puesto de trabajo. Revista de Psicología del Trabajo y las Organizaciones, 15 (2), 199-208.

- Gospel, H (2003) Quality of working life: A review on changes in work organization, conditions of employment and work-life arrangements. Conditions of Work and Employment Series, n 1 International labour office. <http://www.ilo.org/public/english/protection/condtrav/pdf/1cws.pdf> enero 2005
- Lansisälmi, H., Peiró, J.M. & Kivimäki, M. (2000). Collective stress and coping in the context of organizational culture. *European Journal of Work and Organizational Psychology*, 9, 527-559.
- Schabracq, M.J. (2003): Everyday Well-Being and Stress in Work and Organisations (pp. 9-36) In M.J. Schabracq J.A.M. Winnubst & C.L.Cooper *The Handbook of Work and Health Psychology*. Chichester, U.K.: John Wiley.
- Maslach, C., Schaufeli, W.B. & Leiter, M.P. (2001). Job burnout. *Annual review of psychology*, 52, 397-422.
- Wichert, I. (2002). Job insecurity and work intensification. The effects on health and well-being. In B. Burchell, D. Ladipo & F.Wilkinson. *Job insecurity and work intensification*. London: Routledge.