COURSE DATA

DATA SUBJECT

Code: 44840
Name: Psychology of health and quality work life
Cycle: Master's Degree
ECTS Credits: 4
Academic year: 2025-26

STUDY (S)

Degree	Center	Acad. year	Period
2235 - Master's degree Erasmus Mundus on Work, Organizational and Personnel Psycho	Facultat de Psicologia i Logopèdia	1	First quarter

SUBJECT-MATTER

Degree	Subject-matter	Character
2235 - Master's degree Erasmus Mundus on Work, Organizational and Personnel Psycho	Psychology of work. Explanatory introduction	COMPULSORY

COORDINATION

ZORNOZA ABAD ANA

SUBIRATS FERRER MONTSERRAT

SUMMARY

"Psychology of Health and Quality of Work Life" is a four-month and compulsory course taught in the first semester of the first year of the Master's in Work, Organizational, and Personnel Psychology. Its workload is 4 ECTS credits.
An explanatory approach to the work psychology area of training is developed. Explanatory refers to the knowledge of theory and up-to-date and comprehensive empirical evidence, aiming to explain human behaviour in its context. So, this course offers the student theoretical knowledge and skills to be able to describe, assess, diagnose, explain, and interpret the main phenomena and psychosocial processes related to health and quality of working life in the work area.
The acquisition of such knowledge and basic skills will enable the student to develop, in the second year of the master's, the skills needed to carry out interventions in the field of organizations and work. In order to achieve these general goals, the students will learn:
The main concepts, history, developments, and areas of Occupational Health Psychology.
The main theoretical models of occupational stress, their biological basis, and the available empirical evidence that support evidence-based professional practice.
Some specific areas are especially relevant in the field of psychosocial risk analysis.
The strategies for identifying the conceptual mapping that supports the design of a Psychosocial risk analysis.
The main knowledge, skills, and competencies involved in performing a psychosocial risk analysis for an

organization.

PREVIOUS KNOWLEDGE

RELATIONSHIP TO OTHER SUBJECTS OF THE SAME DEGREE

There are no specified enrollment restrictions with other subjects of the curriculum.

OTHER REQUIREMENTS

It is very convenient that the students have studied different basic subjects of Psychology, such as: Social psychology, social groups psychology, social work psychology, psychometry, and data processes applied to behavioural sciences. Fluency in English
The most important prior knowledge is:

- General knowledge of the main psychosocial and psychophysiological processes.
- Risk factors: working conditions, work-family interaction, job insecurity and unemployment.

COMPETENCES / LEARNING OUTCOMES

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Know how to apply acquired knowledge and problem-solving skills in new or unfamiliar environments within broader (or multidisciplinary) contexts related to their area of study.

Know how to communicate your conclusions (and the underlying knowledge and reasons) to both specialist and non-specialist audiences in a clear and unambiguous way.

Possess the learning skills that will allow them to continue studying in a way that will be largely self-directed or autonomous.

Que els estudiants siguin capaços de seleccionar i aplicar instruments, tècniques i mètodes per a l'avaluació de grups en el context de la psicologia del treball, de les organitzacions i dels recursos humans.

Que los estudiantes sean capaces de entrevistar a clientes o directivos para analizar sus necesidades y problemas, identificando necesidades y problemas subyacentes y clarificándolos de tal forma que sean comprendidos y aceptados por los clientes o directivos.

Que los estudiantes sean capaces de seleccionar y aplicar instrumentos, técnicas y métodos para la evaluación de individuos en el contexto de la psicología del trabajo, de las organizaciones y de los recursos humanos.

Que los estudiantes sean capaces de seleccionar y aplicar instrumentos, técnicas y métodos para la evaluación de organizaciones en el contexto de la psicología del trabajo, de las organizaciones y de los recursos humanos.

Que los estudiantes sean capaces de seleccionar y aplicar instrumentos, técnicas y métodos para la evaluación situacional en el contexto de la psicología del trabajo, de las organizaciones y de los recursos humanos.

Students should possess and understand foundational knowledge that enables original thinking and

research in the field.

To be able to integrate knowledge and face the complexity of formulating judgments from information that, being incomplete or limited, includes reflections on the social and ethical responsibilities linked to the application of their knowledge and judgments.

DESCRIPTION OF CONTENTS

1. Occupational stress models in a multicultural and global context
    - Conceptual issues and definition
    - Coverage and scope
    - Brief history.
    - New trends and developments in research and professional practice.

2. Work stress
    - The integrative approach to work stress: components and mechanisms of the psychobiologic response to stress.
    - The models of work stress and its psychophysiological indicators.
    - Individual characteristics and coping.
    - The burnout syndrome or psychological weariness.
    - Work stress and Positive Psychology.

3. Main components of the process to perform a psychosocial risk analysis
    - Psychosocial risk factors: Conceptualization and categorization.
    - AMIGO model
    - Evaluation of psychosocial risks

4. Psychosocial risks: work-family interface, violence at work, uncertainty and diversity, safety and security, multicultural context.
    - Work-family conciliation/conflict
    - Safety and hazards
    - Violence and mobbing at work

5. Psychosocial risks assessment methods
    - Identifying the needs, setting the goals, and planning the assessment
    - Designing the assessment and determining the tools, conditions, etc.
    - Delivering and reporting the results.

WORKLOAD

PRESENCIAL ACTIVITIES

Activity	Hours
Theory	40,00
Total hours	**40,00**

NON PRESENCIAL ACTIVITIES

Activity	Hours
Attendance at other activities	0,00
Individual or group project	30,00
Independent study and work	20,00
Preparation of lessons	10,00
Preparation for assessment activities	0,00
Resolution of case studies	0,00
Total hours	**60,00**

TEACHING METHODOLOGY

- Lectures
- Readings
- Oral presentations
- Group discussions
- Case studies
- Use and analysis of instruments
- Simulations

EVALUATION

The assessment elements and criteria considered are:

- Portfolio preparation, compiling the various results related to student activities during a specific course or training activity, as well as evidence of the skills developed. 50%
- Quality of student oral presentations. 15%
- Critical analysis of articles and other materials. 25%
- Development of conceptual maps. 10%

REFERENCES

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