

**COURSE DATA****DATA SUBJECT****Code:** 46457**Name:** Interventions in Occupational Health Psychology**Cycle:** Master's Degree**ECTS Credits:** 5**Academic year:** 2025-26**STUDY (S)**

Degree	Center	Acad. year	Period
2248 - International Joint Research Master Work and Organizational Psychology	Facultat de Psicologia i Logopèdia	2	First quarter

SUBJECT-MATTER

Degree	Subject-matter	Character
2248 - International Joint Research Master Work and Organizational Psychology	Interventions in occupational health psychology	COMPULSORY

COORDINATION

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SUMMARY

This course will focus on evidence-based interventions in occupational health psychology and research approaches to it. The protection and promotion of health, wellbeing, and quality of working life are the main objectives of this type of intervention. Moreover, their impact on performance and productivity in organizations and the development of sustainable organizations and careers are also relevant and thus, considered in the course.

Intervention research uses a wide range of analytical methods that include experimental and correlational designs. Its main difference from other types of research is its problem-focused approach directed to the development and evaluation of the intervention (often by design) and of the achieved outcomes.

The implementation of specific health-related workplace interventions involves different aspects that researchers have to take into account in order to develop new knowledge for designing innovative cutting-edge interventions. Some of them refer to the selection of the object of change (the individual, the group, or the organization), the identification of the needs that the designed strategies aim to fulfill Work Life



Balance (WLB) interventions, job redesign, training, leadership development, stress management, or the outcomes to focus on (physiological or psychological symptoms, absenteeism, eudaimonic well-being). In order to make effective decisions on these matters, a multi-stakeholder approach and a multidisciplinary one is often required and will be considered.

Occupational health psychology is acknowledged as a fundamental discipline by several health institutions and research organizations at the international (European Agency for Safety and Health at Work, World Health Organization, International Labour Organization), and national level (Instituto Nacional de Seguridad y Salud en el Trabajo, Bundesanstalt für Arbeitsschutz und Arbeitsmedizin, NIOSH, etc.).

Moreover, public agencies are developing work-related policies and promoting research programs that highlight the main objectives in terms of occupational health and well-being at the political level. As signaled before, the health and well-being of employees are the main focus of this type of intervention. Nonetheless, the workability and employability of the employees in the long term is also heavily influenced by the way work designs are oriented to the promotion of health and well-being and by their own personal behaviors.

Business and other types of organizations need to manage working conditions and health interventions in synergy with productivity and organizational efficiency. Thus, all those different demands and constraints have to be considered when analyzing, developing, and conducting research in occupational health psychology. The design of evidence-based interventions will be approached in the context of these political, social, economic, and business demands and constraints.

OHP interventions include a full range of activities; from primary to tertiary prevention. Several factors can be involved at different levels: organization, units, and individuals. During the course the students will have the opportunity to focus deeply on the type of strategies they will decide to approach, taking into account organizational and personal factors such as training, WLB, job characteristics, leadership, or psychological capital.

PREVIOUS KNOWLEDGE

RELATIONSHIP TO OTHER SUBJECTS OF THE SAME DEGREE

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

OTHER REQUIREMENTS

No previous requirements.

COMPETENCES / LEARNING OUTCOMES

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Be able to analyse, evaluate, interpret and synthesize research methods, data, theories and publications in the field of work and organisational psychology.

Be able to communicate effectively in English, both orally (group discussions, presentations) and in writing,



on topics related to work and organisational psychology.

Be able to design and conduct quality scientific research in the field of work and organisational psychology (including the abilities to select and apply appropriate research and statistical methods).

Be able to formulate and develop an original and feasible research question and research proposal.

Be able to read, understand, integrate and critically reflect on scientific communications, professional reports and new developments.

Be able to relate results to existing literature and to make realistic assessments of the implications and significance of research results.

Be able to work in an international team.

Students have the knowledge and understanding that provide a basis or an opportunity for originality in developing and/or applying ideas, often within a research context.

DESCRIPTION OF CONTENTS

1. Interventions in Occupational Health Psychology.

- 1) Introduction to the artificial sciences and intervention research from an evidence- based design approach
- 2) Presentation of the Guide to analyse intervention research in OHP
- 3) Research on leadership interventions for OHP
- 4) Seminar on Design, implementation, and evaluation of OHP interventions

WORKLOAD

PRESENCIAL ACTIVITIES

Activity	Hours
Theoretical and practical classes	50,00
Total hours	50,00

NON PRESENCIAL ACTIVITIES

Activity	Hours
Attendance at other activities	0,00
Individual or group project	0,00
Independent study and work	0,00
Preparation of lessons	75,00
Preparation for assessment activities	0,00
Resolution of case studies	0,00
Total hours	75,00



TEACHING METHODOLOGY

The learning and teaching methodology includes:

Lectures: Main concepts and ideas will be presented and discussed in the classroom

Class activities and assignments: some practical exercises that aim to promote learning of different intervention-research facets.

Readings: The students will read the articles recommended by the professors and will analyse them critically.

Final assignment: Students in groups of three/four will select a topic in which some intervention research has been published. The students will agree with their tutor on the topic and the articles being analysed (at least 3 articles on the same intervention program). Then, they will conduct a critical analysis of those articles following the different steps of the Guide. When there is no information in the articles on a given point included in the guide, the students will comment critically on this point and elaborate on it. The students will propose how they would carry on that step of the Guide if they would be developing the research on the intervention.

The assignment will be supervised by a tutor (teaching staff of the course).

EVALUATION

-Contextual aspects and new approaches in research on occupational health psychology interventions: SOAREA 15% of the total mark.

-Leadership interventions: 15% of the total mark

-Seminar on OHP interventions design and evaluation: 20% of the mark

--Final assignment: 50% of the mark

Criteria for evaluation of the final assignment.

-Participation in every session (in the way established) is compulsory.

-General argumentation and use of theory to draw conclusions and define the focus and research questions.



-Writing quality; Use of references and new documents; Clarity and formal presentation.

REFERENCES

Seminar 1:

von Thiele Schwarz, U., Nielsen, K., Edwards, K., Hasson, H., Ipsen, C., Savage, C., Simonsen Abildgaard, J., Richter, A., Lornudd, C., Mazzocato, P., Reed, J.E. (in press). How to design, implement and evaluate organizational interventions for maximum impact: The Sigtuna Principles. *European Journal of Work and Organizational Psychology*. <https://doi.org/10.1080/1359432X.2020.1803960>

Nielsen, K (2013). How can we make organizational interventions work? Employees and line managers as actively crafting interventions. *Human Relations*. 66, 1029-1050. DOI: 10.1177/001872671347716

Nielsen, K., Randall, R, Holten, A.L. & Rial González, E. (2010) Conducting Organizational-level Occupational Health Interventions: What Works? *Work & Stress*, 24, 234-259.

Nielsen, K. & Noblet, A. (2018). Introduction: Organizational interventions: where we are, where we go from here? In K. Nielsen, & A. Noblet (2018). *Organizational interventions for health and well-being: a Handbook for evidence-based practice*. Oxon: Routledge, pp. 1-23.

Seminar 2:

Abildgaard, J. S., Nielsen, K., Wåhlin-Jacobsen, C. D., Maltesen, T., Christensen, K. B., & Holtermann, A. (2019). `Same, but different¿: A mixed-methods realist evaluation of a cluster-randomized controlled participatory organizational intervention. *Human Relations*, doi.org/10.1177/00187267198668960018726719866896.

Nielsen, K., & Abildgaard, J.S. (2013). Organizational interventions: A research-based framework for the evaluation of both process and effects. *Work & Stress*, 27, 278-297. doi.org/10.1080/02678373.2013.812358

Nielsen, K., & Randall, R. (2013). Opening the black box: A framework for evaluating organizational-level occupational health interventions. *European Journal of Work and Organizational Psychology*, 22, 5, 601-617.

Nielsen, K. & Miraglia, M. (2017). Critical essay: What works for whom in which circumstances? On the need to move beyond the ¿what works¿ question in organizational intervention. *Human Relations*, 70(1) 40-62. 10.1177/0018726716670226

Nielsen, K., De Angelis, M., Innstrand, S. T., & Mazzetti, G. (2022). Quantitative process measures in interventions to improve employees¿ mental health: A systematic literature review and the IPEF framework. *Work & Stress*, 1-26.