


Due to the COVID-19 crisis, the information below is subject to change, in particular that concerning the teaching mode (presential, distance or in a comodal or hybrid format).

5 credits	30.0 h + 15.0 h	Q1
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Teacher(s)	Desmette Donatienne ;
Language :	French
Place of the course	Louvain-la-Neuve
Main themes	This course is concerned with psychosocial and organizational aspects of occupational well-being. Working conditions as demands and resources, burnout, coping strategies, prevention in the workplace, will be examined theoretically and empirically through courses and subgroups works.
Aims	<p>A1. Mastering knowledge that helps explain and understand psychosocial aspects of well-being at work at individuals, groups and organizations levels</p> <p>A2. To be able to analyze, conceptualize and criticize psychosocial aspects of well-being at work with reference to theories, research results and methods relevant to work and organizational psychology</p> <p>1 B1. Mastering knowledge about interventions to improve psychosocial aspects of occupational well-being at individuals, groups and organizations levels</p> <p>B2. To be able to conceive recommendations for intervention to improve psychosocial aspects of well-being at work in a given situation</p> <p>C2. To be able to structure and to present data that have been collected.</p> <p>-----</p> <p><i>The contribution of this Teaching Unit to the development and command of the skills and learning outcomes of the programme(s) can be accessed at the end of this sheet, in the section entitled "Programmes/courses offering this Teaching Unit".</i></p>
Evaluation methods	<p>Due to the COVID-19 crisis, the information in this section is particularly likely to change.</p> <p>The evaluation includes the following elements :</p> <ul style="list-style-type: none"> - The sub-group work, that is composed of individual intermediate documents (10%) and a collective final document (45%). - An oral exam, that concerns the subgroup work and the content of the course (45%). <p>Absences to tutorial sessions are sanctioned when not justified (- 1/20 per absence).</p> <p>Participation in sub-group work is a prerequisite for being able to present the oral exam. The collective and individual parts of the assessment must be passed in order for the exam to be successful.</p>
Teaching methods	<p>Due to the COVID-19 crisis, the information in this section is particularly likely to change.</p> <p>The course combines lecture sessions, subgroup work, and tutorial sessions.</p> <p>The lecture sessions aims to present and discuss the theoretical content and associated research. Sub-group work aims to facilitate the appropriation and application of a theoretical framework for analyzing well-being in the workplace. This work is supervised by tutoring sessions.</p> <p>Given the exceptional situation resulting from the COVID-19 epidemic, the course will alternate face-to-face and distance sessions according to a schedule that will take into account the evolution of the epidemic. The course schedule will be presented at the first session and posted on Moodle.</p> <p>Important</p> <p>The course requires regular participation. Participation in tutoring sessions is mandatory.</p> <p>Sub-group work begins at the beginning of the course.</p>
Content	The course focuses on the psychosocial aspects of well-being in the workplace, from the occupational and organizational psychology point of view. It is organized in four parts. The first part introduces the notions of well-being and psychosocial risks in the Belgian legislative framework. Particular attention is paid to burnout. The second part concerns the presentation and critical analysis of reference theories in the field of well-being at work, from the fields of organizational psychology and occupational psychology and in connection with research carried out in the field. The third component deals with issues of stress prevention in the workplace. Finally, the fourth section is devoted to special issues whose themes may vary from year to year (e.g. ageing at work, work-family balance, etc.). The work of sub-groups also provides an opportunity to examine specific topics in greater depth.

Bibliography	A titre indicatif: Cartwright, S., & C.M. Cooper, C.M. (2009). <i>The Oxford Handbook of Organizational Well-Being</i> . UK, Oxford University Press. Burke, R. J., & Kathryn M. Page, K. M. (2017). <i>Research Handbook on Work and Well-Being</i> . Cheltenham, UK: Edward Elgar Publishing. Les étudiant.es seront également amené.es à réaliser une recherche bibliographique dans des revues scientifiques de langue anglaise.
Faculty or entity in charge	EPSY

Programmes containing this learning unit (UE)				
Program title	Acronym	Credits	Prerequisite	Aims
Master [120] in Human Resources Management	GRH2M	5		
Master [120] in Psychology	PSY2M	5		