

Teacher(s)	. SOMEBODY ;Iweins de Wavrans Caroline ;
Language :	French
Place of the course	Louvain-la-Neuve
Main themes	<p>This course takes place over 4 days.</p> <p><u>The first day</u>, taught by Professor Hansez, deals with the definition and taxonomies of psychosocial risks, psychosocial risk assessment methods (i.e, observation, participatory approach, focus groups, questionnaires, mixed methods), the benefit of combining quantitative and qualitative methods, assistance in relation to in-company assessment (analysis of demand, action management committee, difficulty in switching from diagnosis to actual actions). The issue of continuity of prevention methods is also addressed. Practical cases of psychosocial risk assessment and reflection on the methods of intervention, are also presented.</p> <p><u>The second day</u>, taught by Doctor Iweins, discusses various stress models, and the models on coping strategies, the possible consequences of psychosocial risks (i.e, stress, burnout, relational difficulties at work - including bullying, conflicts, hyper-conflict), the various tools for evaluating stress and burnout (questionnaire: MBI, OLBI, UBOS, BAT, ..., clinical assessment: diagnosis tool carried out by clinical assessment, etc). Doctor Iweins also discusses the personal resources that influence the process of suffering at work (i.e., resilience, coping strategies, psychological capital,...), as well as possible prevention methods.</p> <p><u>The third day</u>, taught by both Professor Hansez and Doctor Iweins, focuses on a method of diagnosing psychosocial risks by means of a questionnaire, the Wocccq; and on the evaluation of burnout by clinical assessment. Case studies are presented on these two elements.</p> <p><u>The fourth day</u> will be dedicated to the assessment of group work. Following the presentation of a case of suffering at work, it is necessary to identify and analyse the individual, organizational, group and task/activity-related components and to highlight the dynamics of these components. The students will also be led to think about the methods of prevention (individual, collective, mixed) that should be considered, the people relevant to the prevention and the medical specialists that should be involved.</p>
Learning outcomes	<p>At the end of this learning unit, the student is able to :</p> <p>The aim of this course is to get students to master the notions of stress and burnout and the various models and tools that help to identify and assess risk factors, as well as collective and individual resources.</p> <p>1 Students will also have to identify the appropriate and adapted interventions, as well as exchange information based on their practice and experience through exercises and work carried out during the course.</p>
Evaluation methods	<p>Students will be required to carry out group work. The aim of this work is to analyse an actual case based on the models and tools presented during the course and to think about the individual and collective prevention methods that could be applied.</p> <p>The evaluation takes place during the fourth day.</p>
Teaching methods	<p>The course will be presented as slides, alternating from case presentation to illustration. Moreover, a group exercise will be carried out for the analysis of a practical case.</p>
Content	<p>This training course is designed to enable students to make an independent psychosocial risk diagnosis with the aide of WOCCQ, to supervise the survey and to analyse the results with the help of the WOCCQTool. Students should be able to achieve three more precise objectives : 1) to manage and supervise a diagnosis project (supervision methodology) a. to form and lead a management committee b. to manage a survey 2) to exploit and interpret the data with the help of the WOCCQTool. a. to be able to use the tool b. to interpret the results 3) to draw up a final report</p>
Other infos	<p>Teaching methods : This is a distance learning course. A tutor is available to supervise students throughout the course and offer individual feedback at each stage. Discussion forums enable students to exchange views and ideas with each other. Assessment : Students are required to produce a report on data they are given. This is designed to enable them to draw meaning from raw data. Assessment is done on the basis of a marking table which includes e.g. elements that must be included in the report. Tutors may, if necessary, ask students to produce a second report (partial) on a topic area.</p>
Faculty or entity in charge	PSP

Programmes containing this learning unit (UE)				
Program title	Acronym	Credits	Prerequisite	Learning outcomes
Advanced Master in Risk Management and Well-Being in the Workplace	GRB2MC	4		