


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.
Learning outcomes	<p>At the end of this learning unit, the student is able to :</p> <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>
Evaluation methods	<p>Students are assessed in two ways:</p> <p>1. A continuous assessment including :</p> <ul style="list-style-type: none"> - Individual contributions to the sub-group work due during the term (2/20) - The sub-group work due at the end of the term (8/20). <p>2. An oral examination in session. The oral examination covers content of the sub-group work and of the course (10/20).</p> <p>The evaluation is done in French.</p> <p>Participation in mentoring sessions is compulsory and any unjustified absence is penalised (-1/20).</p> <p>Participation in sub-group work is compulsory and is a condition for the oral examination. In accordance with article 72 of the General Regulations for Studies and Examinations, the course director may propose to the jury that a student who has not participated in the sub-group work during the January or September session be refused registration.</p> <p>Second session</p> <p>The evaluation will concern the unsuccessful part(s) in the following manner:</p> <ul style="list-style-type: none"> - Students will write an individual work based on the sub-group work - The oral exam will be represented
Teaching methods	<p>The course combines lectures, work in sub-group and participation to mentoring sessions.</p> <p>The lecture sessions allow for the presentation and discussion of theoretical content and related research. The sub-group work aims to facilitate the appropriation and application of a theoretical framework for analysing well-being at work from the perspective of psychosocial processes. This work is supported by mentoring sessions.</p> <p><i>Important</i></p> <p>The course requires regular participation. Participating to sub-group work and mentoring sessions is compulsory (see evaluation). Sub-group work starts at the beginning of the quadrimestre.</p>
Content	<p>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.</p>
Inline resources	<p>The course powerpoints and a reading portfolio will be available on Moodle</p> <p>https://moodle.uclouvain.be/course/view.php?id=3296</p>

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	Learning outcomes
Master [120] in Human Resources Management	GRH2M	5		
Master [120] in Psychology	PSY2M	5		