


This learning unit is not open to incoming exchange students!

Teacher(s)	Casini Annalisa ;
Language :	French
Place of the course	Louvain-la-Neuve
Main themes	<ul style="list-style-type: none"> - Psychosocial and organizational theories dealing with (1) the relationship between working conditions and well-being (mental and physical health, stress, burnout, harassment...), (2) the role played by situational and individual variables, and (3) the psychosocial processes developed by the workers to control stress. - Strategies for data collection and measurement tools designed to highlight both the working conditions and variables related to health. - Analysis of policies and prevention practices as well as prevention of occupational stress. - Field work realized by students.
Learning outcomes	<p>At the end of this learning unit, the student is able to :</p> <p>1 The course aims to equip students with the ability to develop a scientific analysis of well being in the work sphere in order to be able to 1) understand its organizational and psychosocial processes, and 2) provide prevention and intervention advices.</p>
Evaluation methods	<p><u>1st session</u></p> <p>The assessment will consist of work carried out in pairs (or trios, where appropriate). It will consist of the development of a protocol including a risk analysis in an enterprise and an intervention aimed at improving occupational health. The individual score of each member of the duo will be weighted according to their self-declared contributions after agreement between the two parties.</p> <p><u>Possible re-sitting/2nd session</u></p> <p>In case of absence during the last session of the course, the student will have to complete an individual work identical to the one that should have been completed in the first session.</p>
Teaching methods	A variety of teaching methods will be deployed ranging from ex-cathedra lectures to more participatory methods (e.g., serious games, group discussions, etc.) and formative (self-) assessments
Content	<p>Starting from the Belgian legislation on well-being at work and its fundamental principles, the course will review the psychosocial risk factors (work organisation, work content, working conditions, working life conditions and work relations) and their potential consequences (stress, burnout, etc.). For this purpose, the scientific literature on the most recent theories and models will be called upon. Particular attention will be paid to the concepts of occupational risk prevention, occupational health promotion and social inequalities in occupational health. This knowledge basis will be used to explain the methods and approaches useful in the elaboration of a risk analysis in companies as well as an intervention aiming at the improvement of health at work.</p> <p>The course is designed to enable students to: AA.1:</p> <ul style="list-style-type: none"> - AA.1. master and articulate disciplinary knowledge and theoretical models in the social, political, economic and cultural fields in order to shed light on the issues of living together, cohesion and social justice - AA.2. Analyse concrete problematic situations relating to economic and social issues in contemporary society, from different humanities disciplines, develop strategies for innovation and transformation, formulate proposals for concrete and contextualised responses and/or actions. - AA.3. design and carry out a research project, using a scientific approach and a rigorous methodology, to define and investigate a problem in the social, political, economic or cultural field - AA.4. adopt a distanced posture and demonstrate reflexivity with regard to one's own experiences and by using different approaches to analyse problems in the social, political, economic or cultural field. - AA.5. Anticipate societal changes with a view to action and change - AA.6. Mobilise transversal competencies (the logic of continuous development, communication, teamwork, taking responsibility, transfer competencies) essential to conceive and conduct actions with efficiency in the social, political, economic or cultural field.
Inline resources	Articles and electronic documents will be made available via Moodle and Teams

Bibliography	<ul style="list-style-type: none">• Gollac, M. & Volkoff, S. (2006). La santé au travail et ses masques. <i>Actes de la recherche en sciences sociales</i>, no 163(3), 4-17. doi:10.3917/arss.163.0004.• SPF Emploi, DG Humanisation du travail, Travail et Concertation sociale (2006). Le stress au travail facteurs de risques, évaluation et prévention• Vandenbrande et al. (2012). Qualité du travail et de l'emploi en Belgique. HIVA-KU Leuven: Louvain.• Volkoff, S. & Thébaud-Mony, A. (2000). 22. Santé au travail : l'inégalité des parcours. Dans : Didier Fassin éd., <i>Les inégalités sociales de santé</i> (pp. 349-361). Paris: La Découverte. https://doi.org/10.3917/dec.fassi.2000.01.0349
Faculty or entity in charge	OPES

Programmes containing this learning unit (UE)				
Program title	Acronym	Credits	Prerequisite	Learning outcomes
Master [120] in Economic and Social Policy (shift schedule)	OPES2M	5		