COURSE DATA

Data Subject	
Code	42743
Name	Quality of working life and psychological well-being
Cycle	Master's degree
ECTS Credits	3.0
Academic year	2017 - 2018

Study (s)			
Degree	**Center**	**Acad. year**	**Period**
2126 - M.D. in Human Resources Management	Faculty of Social Sciences	1	First term

Subject-matter		
Degree	**Subject-matter**	**Character**
2126 - M.D. in Human Resources Management	3 - Functions of human resources management	Obligatory

Coordination	
Name	**Department**
MOLINER CANTOS, CAROLINA P.	306 - Social Psychology

SUMMARY

"Quality of working life and psychological well-being" is a four-month and compulsory course taught in the second semester of the first year of the "Master in Human Resources Management." Its workload is 3 ECTS credits.

The present course aims to provide the knowledge related to the worker's well-being and quality of working life necessary to carry out an appropriate professional activity in management of human resources.

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PREVIOUS KNOWLEDGE

Relationship to other subjects of the same degree

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

Other requirements

The students should have the knowledge included in the official programs of the degrees required to access to the present program.

OUTCOMES

2126 - M.D. in Human Resources Management

- Students should apply acquired knowledge to solve problems in unfamiliar contexts within their field of study, including multidisciplinary scenarios.

- Students should be able to integrate knowledge and address the complexity of making informed judgments based on incomplete or limited information, including reflections on the social and ethical responsibilities associated with the application of their knowledge and judgments.

- Students should communicate conclusions and underlying knowledge clearly and unambiguously to both specialized and non-specialized audiences.

- Students should demonstrate self-directed learning skills for continued academic growth.

- Students should be able to initiate, lead, promote and facilitate interactions, as well as to manage groups of people.

- Students should be able to prepare reports and make oral presentations related to human resources management.

- Students should have assertive communication and negotiation skills. This means being able to carry out negotiations related to the direction and management of human resources, and being able to carry out a mediation activity that facilitates an adequate management of human resources.

- Students should be prepared for lifelong learning and self-development. The individual develops the ability to incorporate new knowledge, skills and professional competences.

- Students should be able to read a normative text or an application decision, critically and inferring its consequences in the field of business.

- Students should know the basic concepts of labour legislation and social protection needed to understand the contents of the master's degree and to carry out human resources management tasks.

- Students should know the fundamental characteristics of the labour market in Spain, its trends and structural changes.

- Students should be able to plan, implement, develop and evaluate human resources management in accordance with scientific models and procedures and in compliance with the ethical criteria of the profession.

- Students should be able to design and manage induction programmes for new staff and to design and implement equal opportunities programmes, promoting quality of life and professional development at work.

- Students should be able to interpret and apply labour, occupational health and social protection regulations insofar as they affect the company's human resources.

LEARNING OUTCOMES

English version is not available

DESCRIPTION OF CONTENTS

1. Quality of working life and Occupational Health Psychology

The "Occupational Health Psychology discipline. Concept of quality of working life. Quality of working life as philosophy of organizational management. Quality of working life and occupational health.

2. Work stress

What is work stress? Antecedents, mediators and consequents of stress. Coping strategies. Individual and collective stress. Stress from the Positive Psychology. Prevention of stress.

3. Burnout

Burnout and engagement. Antecedents, consequents and intervention strategies.

4. Mobbing at work

Definition of mobbing. Causes, consequences. Intervention strategies.

5. Work-family balance

Definition of work-family balance. Causes, consequences of work-family conflict. Intervention strategies.

WORKLOAD

ACTIVITY	Hours	% To be attended
Theory classes	18,00	100
Tutorials	6,00	100
Classroom practices	6,00	100
Development of group work	10,00	0
Development of individual work	10,00	0
Study and independent work	10,00	0
Preparation of evaluation activities	10,00	0
Preparing lectures	5,00	0
TOTAL	75,00	

TEACHING METHODOLOGY

Given the theoretical and practical/applied character of the competences to acquire, the teaching-learning methodology to use will consist of several activities: lectures with the students' participation, seminars and practical activities supervised by the professor (cases analysis, presentation of assignments...).

EVALUATION

The individual and team work performed by the students will be evaluated, both in terms of the acquisition of generic competences and in relation to the module's own knowledge. The following asessment systems will be used:

SE1 An objective or semi-objective test (80% of the mark)

SE2 The student's attitude in the development of the tasks and activities related to the competences will be evaluated through the observation of the teacher (10% of the note). Participation and involvement of students will also be assessed through oral discussions or presentations in the classroom (10% of the grade)

To add the grade of the SE2 assessment to the score of the SE1 system, the student must obtain at least a 5 out of 10 on the objective or semiojective test (SE1)

Due to the characteristics of a continuous evaluation system, the SE2 evaluation system is not recoverable in the second call.

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REFERENCES

Basic

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Additional

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