The Psychology of Work Syllabus

Time: Thursdays 13.15-16.00
Instructor: Marta Roczniewska
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Office hours: appointment

Course description
During this course we will talk about selected topics in health and social psychology with a main focus (and application to) work and organizational psychology. In our discussions throughout the course we will be moving from a person-oriented to an organization-oriented perspective. The course consists of two modules:

1. A person and a situation: work environment, stress, burnout, motivation and goals of an individual, and how are these influenced by the work environment.
2. A team and an organization: leadership, teamwork, climate, culture, organizational processes, and how to initiate a change.

The goal of this course is to reflect on questions about human behavior at work and in the organizational context. You will get familiar with current research findings and based on this knowledge you will be asked to form your own opinions and recommendations for solving real-life problems. We will work with case studies and practical examples that will give you an opportunity to find an immediate application of your knowledge.

Learning outcomes
During this course you will learn how to:

● characterize a work environment in terms of risk factors and protective factors for workers’ well-being;
● explain basic mechanisms of work-related stress and motivation;
● define and apply key concepts of organizational science (teamwork, leadership, culture, climate, intervention) to describe organizational processes;
● compare different leadership styles and their suitability for distinct contexts;
● critically analyze and evaluate an intervention program;
● outline a change process taking into consideration the multilevel complexity of an organization;
● present an evidence-based argument in a clear and concise way.

Attendance
This course assumes an interactive approach which requires engaged participation from all students. Your presence is essential to the liveliness of this course. Regular attendance is mandatory. An unexcused absence will negatively affect your final grade. However, your grade will not be affected if you miss a class due to illness or in the case of a (documented) emergency situation. If you have a personal or family event that conflicts with a class, and
cannot be rescheduled, you may ask your instructor for an excused absence. Such a request should be made at least one week prior to the class in question.

Active participation
The course requires not only attendance, but also an active and constructive participation in discussions and group assignments (e.g. quizzes, solving case studies, preparing for midterm and final group presentations). To facilitate active participation, you will be given a small homework prior to each class. Homework assignments will be related to the course literature, and their aim is to help you prepare for class and facilitate our discussions during class. Homework is obligatory (even when a student will not be present during class!).

First assignment
This assignment requires conducting a short interview with a working adult of your choice regarding their work environment. In the first paper you will analyze the information you gained from the interview. You will focus on identifying risk and protective factors in your interviewee’s work environment and reflect on it based on relevant theory and research findings.

Second assignment
This assignment requires reading and critically reviewing a popular psychology book chapter or an article (from the list provided by the instructor or of your own choice). Each student should review different text. You will focus on reviewing an intervention or a “prescription” suggested by your chosen text. You will discuss possible short- and long-term consequences of such intervention taking into consideration multilevel structure of organizations and dynamic organizational processes.

Google Classroom
The Swedish Program uses the Google Classroom platform for all its courses (we will NOT use Canvas). On the course Classroom page, you will find the readings, assignments, and lecture notes, as well as links to useful resources for further study. The course platform is also where you will submit your homeworks and assignments.

Classroom rules
We are all expected to behave respectfully in the classroom. This includes, but is not limited to, coming to class on time, giving speakers your undivided attention, addressing your classmates and the instructor with respect, and refraining from academic dishonesty (e.g., plagiarism, taking credit for the work of others, etc.).

It has become increasingly clear that many students use their computer in class in improper ways, i.e., e-mailing or browsing the internet. Such behavior undermines student learning and can be a distraction for other students. Therefore, student usage of computers in the classroom is limited to note taking and solving group assignments.

Required readings
We will analyze recent publications that review topics of our interest and present important studies. The selected research articles and other scientific resources will be available online during the course (no hard copies will be distributed). The articles are listed in the syllabus, but they might be subject to change.

Course schedule

Students are expected to read course materials before each session and prepare for active involvement. You are welcomed to look for, and present during class, any additional information that will help you discuss the topic. Total time for each session is expected to be 3 hours. The course consists of three types of in-class activities:

1. **Thematic seminars** which cover specific topics. Reading course materials and preparation for discussion is required before the seminars. Each seminar is structured as follows:
   1. Short lecture complementing the readings connected to the specific topic;
   2. Reflection on homework assignments and discussion based on the course materials;
   3. Practical assignments (case study, real world example etc.);
   4. Summary and feedback.
2. **Students’ presentations.** Students’ work will be presented and discussed twice during the course.
3. **Integration seminars/study visits.** During these sessions you will work on integrating the knowledge you’ve acquired in the first and second parts of the course.

Syllabus

Session 1
Sept 8th, 13.15-16.00

**Seminar:** Why do we work?
Latent and manifest functions of work. Just a job – a career – a calling.
+ overview of the course, discussing the rules of participation, assessment, etc.


Session 2
Sept 15th, 13.15-16.00

**Seminar:** What stresses us at work?

Session 3
Sept 22nd, 13.15-16.00

Seminar: **How does work environment affect employee well-being?**


Session 4
Sept 29th, 13.15-16.00

Seminar: **What makes work motivating?**

Basic needs. Work motivation. Work Meaning.


Session 5
Oct 5th, 13.15-16.00

Seminar: **How can I make my job fit me better? Job crafting and integration seminar**

Job crafting as bottom-up job redesign.


Session 6
Oct 6th, 13.15-16.00

Presentations of Assignment 1

Session 7
Oct 13th, 13.15-16.00

Seminar: What can organizations do to help employee well-being?
Organizational interventions: Design, Implementation, and Evaluation.


Session 8
Oct 20th, 13.15-16.00

Seminar: Are we better off in teams?
Groups. Information sharing. Decision making.


Session 9
Nov 10th, 13.15-16.00

Seminar: Does it matter who leads us?


Session 10
Nov 17th, 13.15-16.00

Seminar: What is the culture of your workplace?


Session 11
Nov 24th, 13.15-16.00
Seminar: How to manage organizational change? Integration seminar
Change in organizations.

Session 12
Dec 1st, 13.15-16.00
Presentations of Assignment 2

Have you been granted educational support because of a documented disability? If so, please contact the course director as soon as possible so that adequate accommodations can be made. Contact specialneeds@hhs.se if you have questions about being granted educational support or need a copy of your educational support certificate. Read more at Special Needs on the Portal.

Edit Description
Course director
TBA
ECTS credits
7.50
Start semester
Fall 2022, first period
Information
Elective Course (BSc BE)
Not within Degree (MSc programs)
Department
Center for Modern Languages

Literature
183 - The Psychology of Work, Fall 2022
Required readings
Readings include book chapters, scientific articles, as well as popular science articles and podcasts. We will analyze recent publications that review topics of our interest and present important studies. The selected research articles and other scientific resources will be available online during the course (no hard copies will be distributed). The articles are listed in the syllabus, but they might be subject to change.
Examination
183 - The Psychology of Work, Fall 2022

Course requirements and examinations
The final grade for the course is based on the following:

Active participation 30%
Homework, Case studies, Quizzes and Peer reviews
First paper and presentation 35%
Based on an interview of an employee in Sweden
Second paper and presentation 35%
Review of an organizational intervention

Grading
You will be required to present your work in front of the class for both the first and second assignment. Papers will be peer-reviewed. You will review at least two papers written by your classmates. Your paper will be graded according to a rubrik. Presentations are required but not graded.