

COURSE TITLE: OCCUPATIONAL HEALTH PSYCHOLOGY

(6 CFU; 36 academic hours)

Course responsible:

Matteo Curcuruto, Associate Professor in Work Psychology, PhD in Organizational Psychology

Course objectives

- To analyse the emerging needs of Organizational Wellbeing in connection with the business challenges of modern organizations;
- To identify distinctive areas and contributions from the field of Organizational Psychology to the development of people and groups in organizational contexts;
- To understand the fundamental principles of Positive Psychology applied to organizational behaviour, teamwork functioning and organizational culture as a lever to develop constructive work conducts in safe and reliable organizational environments;
- To understand the principal intervention approaches derived from the Applied Psychology to design efficient interventions strategies at the individual, group and organizational level of analysis.

Knowledge and skills to develop

At the end of the course the student will be able to ...

- to understand the complexity of the psychosocial variables interconnected with the business challenges of modern organisations, and to analyse the nature of the emerging demands for well-being to assure the optimization of the work experiences of individual, groups and organizations.
- to understand the main psychological models used by researchers and practitioners to understand the organizational antecedents, personal factors and contextual contingencies needed to assure optimal conditions of well-being and positive performance in the workplace.
- to understand the criteria variables and assessment methods and tools used by researchers and practitioners to evaluate psychological and behavioural states of organizational well-being, and at the same time, the efficiency of intervention strategies designed to support occupational health and safety in organizations
- to understand how designing participative intervention strategies aimed to facilitate the development of cognitive and social soft skills in individuals and teams that support positive performances and safe behaviours in the workplace.

Teaching program

The course addresses the topic of occupational health and well-being from the perspectives of positive psychology, organizational behaviour, and human factor sciences.

An overview of course contents include:

- 1) Introduction to the discipline of Occupational Health Psychology and to the topics of individual and organizational well-being
- 2) The fundamental constructs of Positive Psychology and their evolution in the field of organizational studies: Work Engagement, Empowerment, Psychological Ownership
- 3) The link between good work-design and job satisfaction
- 4) Positive work conduct: Work Performance and Organizational Citizenship Behaviours (OCBs)
- 5) The nature of human error and error management in organizations
- 6) Non-technical skills: cognitive and social soft skills
- 7) Mindful organizing: the role of group processes and teamworking
- 8) Understanding workplace safety through the models of organizational culture and organizational climate

Teaching methods

The learning setting includes lectures, plenary discussions, workshops, case studies in small groups, testimonies and interviews with the main stakeholders (HR manager/specialist, HR consultant,...).

The course will be held in person, and the learning methodology includes:

- - use of online resources (research, white papers, videos, etc.):
- - case study, business cases
- - group work
- - reflective practice & journaling

Final exam and verification of learning

The exam takes place in oral mode. The evaluation will adopt the following criteria:

- the descriptive completeness of the answers and the use of appropriate technical language;
- the ability to develop critical thinking on the basis of the theoretical contributions acquired;
- the appropriateness and participation demonstrated in the activities proposed during the course

In general, the exam requires reasoning and argumentation skills and is considered passed with a score of 18 to 30. Honors are awarded to students that demonstrate particular mastery of the topic.

During the course, intermediate learning tests could be used to verify learning advancements

Teaching materials:

The following set of journal articles will be provided to the students for their individual learning, in addition to the lecture and workshop materials delivered every week in presence. All the materials will be stored and available in the platform Canvas

- 1) Parker, S. (2014). Beyond Motivation: Job and Work Design for Development, Health, Ambidexterity, and More. *Annual Review Of Psychology*
- 2) Parker, S. & Knight, K. (2023). The SMART model of work design: A higher order structure to help see the wood from the trees. *Human Resource Management*
- 3) Griffin, M. & Curcuruto., M. (2016). Safety Climate in Organizations. *Annual Review Of Organizational Psychology and Organizational Behaviour*.
- 4) Curcuruto, M., & Griffin, M. (2016). Safety Proactivity in Organizations: The Initiative to Improve Individual, Team and Organizational Safety. In S. Parker and U. Bindl (Eds.). *Proactivity at Work: Making Things Happen in Organizations*. London: Routledge.
- 5) Edmond & Lei, (2014). Psychological Safety: The History, Renaissance, and Future of an Interpersonal Construct. *Annual Review Of Organizational Psychology and Organizational Behaviour*.
- 6) Petitta, L., & Martines-Corcoles, M. (2023). A conceptual model of mindful organizing for effective safety and crisis management. The role of organizational culture. *Current Psychology*.
- 7) Bakker, A. et al. (2014) Burnout and Work Engagement: The JD–R Approach. *Annual Review of Organizational Psychology and Organizational Behavior*.
- 8) Llorente-Alonso et a. (2023). A meta-analysis of psychological empowerment: Antecedents, organizational outcomes, and moderating variables. *Current Psychology*

Extra info

Prof Matteo Curcuruto meets the students in the afternoons in person, after the lectures, or on a video call platform (preferably on Fridays), by appointment via email Matteo.Curcuruto@unier.it