
Introduction to Occupational Health Psychology
Master: ORGANIZATIONAL AND OCCUPATIONAL HEALTH PSYCHOLOGY
2nd year / 1st semester

Coordinators	Delia Virga, PhD, associate professor Coralia Sulea, PhD, assistant professor
Type of discipline:	Compulsory
Number of allocated hours	42
Credits	8

Short description

Overall, this course provides an introduction of the field of OHP. OHP it is an interdisciplinary field where psychologists and occupational health professionals contribute with the goal of improving the quality of working life develop healthy employees in healthy organizations. In this course we will present and analyze empirical and theoretical studies that have set the main directions in the OHP field. At first, we analyze the historical roots and main reasons for the development of such a field in psychology, we will analyze main trends and put emphasis on the challenges and preoccupations that are of main concern for the researchers and practitioners in this field.

Competencies (to be developed)

- Developing a clear vision on the OHP field that will enable to develop effective intervention programs at the workplace
- Develop a clear understanding of how OHP can contribute to organizational and employees health and performance
- Skills for critical review and thinking

Objectives

- To understand the main theoretical approaches and models in Occupational Health Psychology (OHP)
- To obtain knowledge about the methodology used in OHP
- To understand the relation between OHP and other psychology fields

Content

1
<p>Course: INTRODUCTION IN OHP Seminar: Analyzing various research topics in OHP</p> <p>References Houdmont, J., Leka, S. (2010). Introduction in Occupational Health Psychology. In J. Houdmont and S. Leka (Eds). <i>Occupational Health Psychology</i> (pp.1-31). Chichester: Blackwell Publishing</p>
2
<p>Course: THE HISTORY OF OCCUPATIONAL HEALTH PSYCHOLOGY</p> <p>References Barling, J., Griffiths, A. (2009). A history of occupational health psychology. In J.C. Quick and L.E. Tetrick (Eds). <i>Handbook of Occupational Health Psychology</i>. (2nd ed.) Washington, D.C.: American Psychological Association. Quick, J.C. (1999). Occupational Health Psychology. Historical Roots and future directions. <i>Health Psychology</i>, 18 (1), 82-88.</p>
3
<p>Course: THEORIES AND MODELS IN OHP Seminar: Analysis of the models</p> <p>References Broeck, van den A., Vansteenkiste, M., Witte, de H. (2008). Self-determination theory. A theoretical and empirical overview in Occupational Health Psychology. In J. Houdmont and S. Leka (eds.) <i>Occupational Health Psychology. European perspectives on research, education and practice</i>. (pp. 63-88). Nottingham University Press. Demerouti, E., Bakker, A., Nachreiner, F., Schaufeli, W. (2001). The Job Demands-Resources model of Burnout. <i>Journal of Applied Psychology</i>, 86 (3), 499-512. Hobfoll, S.E. (1989). Conservation of resources. A new attempt at conceptualizing stress. <i>American Psychologist</i>. March, 513-524.</p>
4
<p>Course: ORGANIZATIONAL ANALYSIS IN OHP</p> <p>References Antoniou, A.S.G., Cooper, C.L. (2005). <i>Research Companion to Organizational Health Psychology</i>. Washington, Edward Elgar Publishing Limited.</p>
5
<p>Course: INDIVIDUAL ANALYSIS IN OHP Seminar: Individual differences</p> <p>References Code, S., Langan-Fox, J. (2001). Motivation, cognition and traits: predicting occupational health, well-being and performance. <i>Stress & Health</i>, 17, 159-174. Parent, J.D. (2010). Individual adaptation to the changing workplace. In J. Houdmont and S. Leka (Eds). <i>Contemporary Occupational Health Psychology. Global perspectives on research and practice</i>. (pp.188-207). Chichester: John Wiley and Sons</p>

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Course: CURRENT TRENDS IN OCCUPATIONAL HEALTH PSYCHOLOGY

References

Sinclair, R.R., Sears, L.E., Zajack, Probst, T. (2010). A multilevel model of economic stress and employee well-being. In J. Houdmont and S. Leka (Eds). *Contemporary Occupational Health Psychology. Global perspectives on research and practice* (pp.1-20). Chichester: John Wiley and Sons.

Xantopoulou, D., Bakker, A., Demerouti, E., Schaufeli, W..B. (2007). The role of personal resources in the Job-Demands Resources Model. *International Journal of Stress Management*, 14 (2), 121-141.

7

Course: WORK FAMILY INTERACTION

Seminar: Predictors and consequences of work-family interaction

References

Proost, K., De Witte, H., De Witte, K., Schreurs, B. (2010). Work-family conflict and facilitation: The combined influence of the job-demand control model and achievement striving. *European Journal of Work and Organizational Psychology*, 19 (5), 615-628

Wayne, J.H., Grzywacz, J.G., Carlson, D.S., Kacmar, C. (2007). Work-family facilitation: A theoretical explanation and model of primary antecedents and consequences. *Human Resource Management Review*, 17, 63-76.

8

Course: CONDUCTING RESEARCH IN OHP

References

Kompier, M.A.J.& Taris, T. W.(2009) Psychosocial risk factors and work-related stress: state of the art and issues for future research, In Cartwright, S., Cooper, G.,L.,(Eds.). *The Oxford Handbook of Organizational Well-being*. Oxford University Press

Johnson, S. (2009).Organizational Screening: The ASSET Model, In Cartwright, S., Cooper, G.,L.,(Eds.). *The Oxford Handbook of Organizational Well-being*. Oxford University Press

9

Course: HEALTHY ORGANIZATIONS

Seminar : Leaders of healthy organizations

References

Scott, B.A., Colquitt, J.A., Paddock, E.L., Judge, T.A. (2010). A daily investigation of the role of manager empathy on employee well-being. *Organizational Behavior and Human Decision Processes*, 113, 127-140.

Walumba, F.O., Wang, P., Wang, H., Schaubroeck, J., Avolio, B.J. (2010). Psychological processes linking authentic leadership to follower behaviors. *The Leadership Quarterly*, 21, 901-914

10

Course: HUMAN RESOURCES MANAGEMENT AND OHP

References

Bichard, E. (2009). Creating a Healty Work Environment through Sustainable Practices: Future Challenges. In Cartwright, S., Cooper, G.,L.,(Eds.). *The Oxford Handbook of Organizational Well-being*. (pp.542-563) Oxford University Press

Giga, S.I.& Cooper, G.L.(2005). The Development of Psychosocial Capital in Organizations: Implications for Work and Family Life. In Kossek, E.E., Lambert, S.J. (Eds.)Work and Life Integration. Organizational, Cultural, and Individual Perspectives, Lawrence Erlbaum

11
<p>Course: TECHNOLOGIES, ORGANIZATIONS AND INTEGRATION OF WORK IN PRIVATE LIFE</p> <p>Seminar: Internet addiction</p> <p>References</p> <p>Hamborg, K-C., Grief, S. (2003). New technologies and stress. In M.J. Schabracq, J.A.M. Winnubst and C.L. Cooper (eds.) <i>The handbook of work and health psychology</i> (pp. 209-235). Chichester: John Wiley and sons.</p> <p>Teherani, N. (2010). Internet addiction and the workplace. In J. Houdmont and S. Leka (Eds). <i>Contemporary Occupational Health Psychology. Global perspectives on research and practice.</i> (pp.234-252). Chichester: John Wiley and Sons.</p>
12
<p>PRACTICING OHP</p> <p>References</p> <p>Adkins, J.A. (1999). Promoting organizational health. The evolving practice of occupational health psychology. <i>Professional Psychology: Research and Practice</i>, 30, 129-137.</p> <p>Grawitch, M.J., Gottschalk, M., Munz, D.C. (2006). The path to a healthy workplace. A critical review linking healthy workplace practices, employees well-being, and organizational improvements. <i>Consulting Psychology Journal: Practice and Research</i>, 58 (3), 129-147.</p>
13
<p>Course: ORGANIZATIONAL CHANGE AND OHP</p> <p>Seminar: Conducting healthy organizational change</p> <p>References</p> <p>Heuvel, M. van den, Demerouti, E., Schreurs, B.H.J., Bakker, A.B. & Schaufeli, W.B. (2009). Does meaning-making help during organizational change? Development and validation of a new scale. <i>Career Development International</i>, 14, 508-533.</p> <p>Saksvik, P. Ø., Tvedt, S. D., Nytrø, K., Andersen, G.R., Andersen, T. K., Buvik, M. P., Torvatn, H.(2007). Developing criteria for healthy organizational change. <i>Work & Stress</i>, 21 (3), 243-263</p>
14
<p>THE FUTURE OF OHP</p> <p>References</p> <p>Bakker, A.B., & Derks, D. (2010). Positive Occupational Health Psychology. In S. Leka & J. Houdmont (eds.) <i>Occupational health psychology: A key text</i>. Oxford: Wiley-Blackwell</p> <p>Schaufeli, W. B. (2004). The Future of Occupational Health Psychology. <i>Applied Psychology: An International Review</i>, 53 (4). 502-517</p>

Evaluation

1. *Class participation* – you will be expected to come prepared to class and ready to discuss the indicated readings. Each student will coordinate one group discussion during seminars (*3 points*)
2. *Written exam*. You will be given 5 questions related to the topics discussed and you will choose 3 of them for giving a response (*6 points*)

Re-evaluation

1. Research project in OHP
2. Written exam

The same evaluation method will be maintained for each evaluation session.

ATTENDANCE

Is required for 10 out of 14 courses/seminars.

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