

68857 - Workplace well-being and Healthy Organisations

Syllabus Information

Academic year: 2023/24

Subject: 68857 - Workplace well-being and Healthy Organisations

Faculty / School: 108 - Facultad de Ciencias Sociales y del Trabajo

Degree: 632 - Master's Degree in Strategic Human Resources Management

ECTS: 6.0

Year: 1

Semester: Second semester

Subject type: Compulsory

Module:

1. General information

The aim of this subject is for students to know, understand and be competent to assess emerging risks and integrate them into the occupational risk prevention management system. They will be trained in the effective management of work stress and the promotion of healthy habits. In addition, they will learn how to manage the active aging of the workforce, as well as how to apply reconciliation policies in critical situations that affect the work-life balance.

These approaches and objectives are aligned with the following Sustainable Development Goals (SDGs) of the United Nations Agenda 2030 (<https://www.un.org/sustainabledevelopment/es/>), so that the acquisition of the learning results of the subject will contribute to some extent to the achievement of Objectives 3.4, 3.5, 3.6 and 3.A of Goal 3, Objectives 5.1. and 5.5. of Goal 5 and Objectives 8.5 and 8.8. of Goal 8.

2. Learning results

- To know, understand and evaluate the management system of occupational risk prevention in the organization.
- To identify and intervene in protective and risk factors for the psychological well-being of workers.
- To effectively manage work stress and prevent its occurrence.
- To promote healthy habits among workers.
- To manage the active aging of the workforce.
- To manage critical situations in the workforce in cases of work-life balance imbalance.

3. Syllabus

- Prevention of occupational risks.
- Psychological well-being and job satisfaction.
- Stress management. Promotion of healthy habits: sports, nutrition, mindfulness.
- Aging management.
- Conciliation. Accompanying the worker in critical situations

4. Academic activities

The subject has 6 ECTS, which implies **150 hours of student work** distributed in face-to-face hours (40%) and non-face-to-face hours (60%). It includes the following academic activities:

- **Master classes (T1):** 30 hours. Theoretical-practical sessions in which the contents of the subject will be explained, distributed into 12 face-to-face hours and 18 non-face-to-face hours.
- **Problem solving and case studies (T2):** 30 hours. Sessions to solve practical cases, readings and exercises proposed by the faculty. It includes 12 classroom hours and 18 non-classroom hours. It also includes seminars, workshops and/or lectures by external experts.
- **Study and autonomous work of the student (T7):** 87 hours. Reading, understanding and study of the material taught in class and included in ADD-Moodle (Anillo Digital Docente) (non-classroom); preparation and completion of individual and/or group work where students apply the acquired skills and reflect on a document or presentation addressed to the teachers of the corresponding module.
- **Evaluation tests (T8):** 3 hours. Exams and other assessment activities.

5. Assessment system

The subject can be taken in **continuous or single assessment** mode.

In the **continuous assessment***, the student will be evaluated according to the following criteria:

- **Theory (50% final grade):** completion of an objective test (multiple-choice) of 30 questions with 3 alternative answers, of which only one is correct. The random correction formula will be applied (two failures subtract one success). A minimum grade of 4 points out of 10 must be obtained in this test to average with the rest of the grades.
- **Practical (40% final grade):** the practical case or cases established by the teacher must be completed and submitted on the indicated dates. A minimum grade of 4 points out of 10 must be obtained in this test to average with the rest of the grades.
- **Participation (10% final grade):** active participation of the student in face-to-face and non-face-to-face activities, including the final lecture of the subject, by means of interventions, consultations, contribution of experiences, etc.

***To benefit from the continuous assessment system, it is necessary that the student attends at least 80% of the face-to-face sessions and the final lecture of the subject. Otherwise, the student will automatically pass to the single assessment mode.**

The **single assessment** will be evaluated according to the following criteria:

- **Theory (50% final grade):** completion of an objective test (multiple-choice) of 30 questions with 3 alternative answers, of which only one is correct. The random correction formula will be applied (two failures subtract one success). A minimum grade of 4 points out of 10 must be obtained in this test to average with the rest of the grades.
- **Practical (50% final grade):** an exam with open-ended questions of a practical or applied nature. A minimum grade of 4 points out of 10 must be obtained in this test in order to average with the theoretical part.

The assessment tests, both continuous and single, will be carried out on the official dates approved by the Master's Quality Assurance Committee.

The results obtained will be graded according to the current regulations of the University of Zaragoza, with a numerical scale from 0 to 10, with one decimal place, to which the corresponding qualitative grade may be added.