

<b>Subject Code</b>	MM5271
<b>Subject Title</b>	Wellbeing at Work
<b>Credit Value</b>	3
<b>Level</b>	5
<b>Pre-requisite/ Co-requisite/ Exclusion</b>	Managing Organizations and People (MM511) or Organization and Management (MM5112)
<b>Objectives</b>	<ul style="list-style-type: none"> <li>• To provide students an understanding of common mental health issues and wellbeing at work, and how they are related to organizational performance.</li> <li>• To enable students to reflect and consider management solutions that lay the foundation for a positive workplace.</li> <li>• To equip students with a new set of tools that complement conventional approaches to performance management and employee relations. Such complementarity is critical to addressing modern workplace issues introduced or exacerbated by the increase in pace, pressure, technology use, and psychological distance among people.</li> </ul> <p>This subject contributes to the achievement of the MSc HRM Programme Outcome 3 (Explain human psychology and dynamics, and apply theories to tap organization members' potential to achieve organizational goals).</p>
<b>Intended Learning Outcomes</b>	<p>Upon completion of the subject, students will be able to:</p> <ol style="list-style-type: none"> <li>a) Have a better understanding of the latest theories and practices on workplace wellbeing, and be able to apply them to solve business issues.</li> <li>b) Be able to critically reflect and analyse human dynamics in organizations in order to help achieve organizational goals.</li> <li>c) Understand how workplace wellbeing can augment other HRM approaches in the achievement of organizational goals.</li> </ol>
<b>Subject Synopsis/ Indicative Syllabus</b>	<ul style="list-style-type: none"> <li>• Myths of the great workplace and common workplace issues</li> <li>• The engagement crisis and building a motivated workplace</li> <li>• Workplace incivility and kindness at work</li> <li>• Multitasking, attention deficit, and mindfulness at work</li> <li>• Stress, burnout, and work-life balance</li> <li>• Resilience in a changing environment</li> <li>• Building an empathetic workplace</li> <li>• Leadership and emotions at work</li> <li>• Workplace wellness as work in progress</li> </ul>
<b>Teaching/Learning Methodology</b>	<p>Concepts and theories of workplace wellbeing will be discussed in seminars, where students are expected to share their experiences, ideas, and reflections on contemporary workplace issues, as well as how they can attempt to resolve these issues. Students are exposed to the latest research findings and practices with respect to workplace wellbeing. Whenever appropriate, case analyses, guest sharing, and hands-on exercises will be employed.</p>

Assessment Methods in Alignment with Intended Learning Outcomes	Specific assessment methods/tasks	% weighting	Intended subject learning outcomes to be assessed (Please tick as appropriate)				
			a	b	c		
	<b>Continuous Assessment</b>	<b>60%</b>					
1. Reflection Journal	15 %	✓	✓	✓			
2. Individual Project	30 %	✓	✓	✓			
3. Individual Participation	15 %	✓	✓	✓			
<b>Examination</b>	<b>40%</b>	✓	✓	✓			
Total	100 %						
<p>Explanation of the appropriateness of the assessment methods in assessing the intended learning outcomes:</p> <p>The reflection journal allows students to reflect on their understanding on specific concepts and how they apply to their workplace along with other HRM measures.</p> <p>Through the individual project, students can design workplace solutions that will improve their own workplace wellness, and contribute to organizational performance.</p> <p>Students' understanding of concepts and practices will be assessed in their participation in class and through application-oriented examination questions.</p> <p>To pass this subject, students are required to pass <b>both</b> the Continuous Assessment (Reflection Journal + Individual Project + Individual Participation) and Final Examination.</p>							
<b>Student Study Effort Expected</b>	Class contact:						
	• Lectures		39 Hrs.				
	Other student study effort:						
	• Preparation for Lectures		39 Hrs.				
	• Assignment, Project, and Preparation for Examination		39 Hrs.				
	Total student study effort		117 Hrs.				
<b>Reading List and References</b>	<p>Indicative references –</p> <p>Fehr, R., Fulmer, A., Awtrey, E., &amp; Miller, J. A. 2016. The grateful workplace: A multilevel model of gratitude in organizations. <i>Academy of Management Review</i>, 42(2): 361-381.</p> <p>Titova, L., Wagstaff, A. E., &amp; Parks, A. C. 2017. Disentangling the effects of gratitude and optimism: A cross-cultural investigation. <i>Journal of Cross-Cultural Psychology</i>, 48(5): 754-770.</p>						

Pfeffer, J. 2018. Work hours and health: A comment on “beyond nine to five”. *Academy of Management Discoveries*, 4(1): 94-96.

Porath, C. L., & Gerbasi, A. 2015. Does civility pay? *Organizational Dynamics*, 44: 281-286.

Scheel, T., Putz, D., & Kurzawa, C. 2017. Give me a break: Laughing with colleagues guards against ego depletion. *European Journal of Human Research*, 5(1): 36-51.

Other possible sources –

*Academy of Management Journal*

*Academy of Management Review*

*Greater Good Magazine*

*Harvard Business Review*

*Journal of Business and Psychology*

*Journal of Business Ethics*

*Journal of Personality and Social Psychology*