APPLIES TO ACADEMIC YEAR 2003/2004

GRA 2231 Stress and Productivity in Organizations

Program
N/A

Responsible for the course
Astrid Richardsen

Department
Leadership and Organizational Management

Term
According to study plan

ECTS Credits
6

Objective
Unhealthy work practices create enormous human and financial costs. Well-being and work-related health are now of major managerial and financial concern within organizations. As organizations and businesses today are faced with increased demands to become leaner, less hierarchical, and more adaptive, corporate restructuring and downsizing become more common. This course will address how to prevent or minimize work-related stress and health problems, how to build work engagement and commitment so that workers continue to be productive and effective in their jobs, and how to enhance organizational revitalization. The course will prepare students to assess or advise on work organization and health-promotion programs that will protect the individual from stress and enhance organizational performance.

Prerequisites
SIV 7101 and SIV7010 or equivalent, GRA 2205

Compulsory literature
Gowing, Marilyn K., John D. Kraft and James Campell Quick, eds. 1998. *The new organizational reality: Downsizing, restructuring, and revitalization.* Washington, D. C., American Psychological Association.
Cooper, Car L., Philip J. Dewe and Michael P. O'Driscoll. 2001. *Organizational Stress: A review and critique of theory, research, and applications.* Thousand Oaks, CA: Sage.
Collection of articles

Recommended literature
Nothing specified

Course outline
The changing nature of work
Psycho-social factors at work
- Work and health psychology
- Stress and productivity
- Work stress and coping
- Burnout and work engagement
- Dealing with work conflicts
- Problems and interventions
- Case studies of organizational restructuring
- Strategies for revitalizing organizations

Computer-based tools
Power-Point Presentations

Course structure
36 hours. The course is structured as a combination of lectures, discussions, in-class activities, and compulsory student presentations. It requires a substantial amount of preparation by the

students and active involvement during class.

Evaluation
20% - Class contribution (graded individually)
30% - Student presentations (one or two students) of cases or research articles (graded by group)
50% - Term paper written by up to 2 students (graded by group)

Evaluation code(s)
GRA 22316 (100%)

Aids at the examination
All aids allowed

Makeup exam
At next exam