



APPLIES TO ACADEMIC YEAR 2004/2005

GRA 2231 Stress and Productivity in Organizations

Program

Advanced Specialization Course (MSc), Master of Business and Economics Program, Master of Science in Business, Master of Science in Leadership and Organizational Psychology, Master of Science in Management, Master of Science in Business (Organization Psychology)

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, Blackboard/homepage

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

Next time the course is offered