



APPLIES TO ACADEMIC YEAR 2006/2007

GRA 2231 Stress and Productivity in Organizations

Program

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

GRA 2205 Organizational Behaviour or equivalent,

Compulsory literature

Books:

Cooper, Cary L., Philip J. Dewe, Michael P. O'Driscoll. 2001. Organizational stress : a review and critique of theory, research, and applications. Thousand Oaks, Calif.: Sage
Gowing, Marilyn K., John D. Kraft and James Campbell Quick, eds. 1998. The new organizational reality: Downsizing, restructuring, and revitalization. Washington, D. C.: American Psychological Association

Collection of articles:

A collection of research articles will be made available by semester start

Recommended literature

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

50% - Term paper written by up to 2 students

Evaluation code(s)

GRA 22316 (100%)

Aids at the examination

All aids allowed

Makeup exam

Re-takes are only possible at the next time a course will be held. When course evaluation consists of class participation or process elements, the whole course must be re-evaluated when a student wants to retake an exam. Retake examinations entail an extra examination fee.

Honor Code

Academic honesty and trust are important to all of us as individuals, and they are encouraged and promoted by the honor system. This is a most significant university tradition. The honor system is the responsibility of students. As faculty, we share the commitment to the ideals of the honor system.

At no time should notes or papers or personal consultations based on previous semesters of this course be used. As part of the honor code papers handed in as part of the course is, at the discretion of the professor, scanned for plagiarism. We are using Safe Assignment in Black Board for this purpose. Any violation of the honor code will be dealt with in accordance with BI's procedures on cheating. These issues are a serious matter to everyone associated with the program. They are at the heart of the Honor Code and academy integrity. If you have any questions about your responsibilities under the honor code, please ask.