Subject Code	MM5271
Subject Title	Wellbeing at Work
Credit Value	3
Level	5
Pre-requisite/ Co-requisite/ Exclusion	Managing Organizations and People (MM511) or Organization and Management (MM5112) or Organizational Behaviour & Leadership (MM5133)
Objectives	• To provide students an understanding of common mental health issues and wellbeing at work, and how they are related to organizational performance. • To enable students to reflect and consider management solutions that lay the foundation for a positive workplace. • 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. 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).
Intended Learning Outcomes	Upon completion of the subject, students will be able to: a) Have a better understanding of the latest theories and practices on workplace wellbeing, and be able to apply them to solve business issues. b) Be able to critically reflect and analyse human dynamics in organizations in order to help achieve organizational goals. c) Understand how workplace wellbeing can augment other HRM approaches in the achievement of organizational goals.
Subject Synopsis/ Indicative Syllabus	• Myths of the great workplace and common workplace issues • The engagement crisis and building a motivated workplace • Workplace incivility and kindness at work • Multitasking, attention deficit, and mindfulness at work • Stress, burnout, and work-life balance • Resilience in a changing environment • Building an empathetic workplace • Leadership and emotions at work • Workplace wellness as work in progress
Teaching/Learning Methodology	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.

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			
	Continuous Assessment*	**100%**						
	1. Reflection Journals	40%	✓	✓	✓			
	2. Individual Project	35%	✓	✓	✓			
	3. Individual Participation	25%	✓	✓	✓			
	Total	100 %						

*Weighting of assessment methods/tasks in continuous assessment may be different, subject to each subject lecturer.

To pass this subject, students are required to obtain Grade D or above in the overall subject grade.

Explanation of the appropriateness of the assessment methods in assessing the intended learning outcomes:

The two reflection journals allow students to reflect on their understanding on specific concepts and how they apply to their workplace along with other HRM measures.

Through the individual project, students can design workplace solutions that will improve their own workplace wellness, and contribute to organizational performance.

Students' understanding of concepts and practices will be assessed in their participation in class especially through experiential exercises and case discussion.

Student Study Effort Expected

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.

Reading List and References

Indicative references –

Anjum, M. A., Liang, D., Durrani, D. K., & Parvez, A. (2020). Workplace mistreatment and emotional exhaustion: The interaction effects of self-compassion. *Current Psychology*.

Ascher, J., & Tonies, F. (2021, February 18). How to turn everyday stress into "optimal stress". *McKinsey Quarterly*. https://www.mckinsey.com/business-functions/mckinsey-accelerate/our-insights/how-to-turn-everyday-stress-into-

optimal-stress.

Cable, D., & Vermeulen, F. (2018, October 26). Making work meaningful: A leader's guide. *McKinsey Quarterly*. https://www.mckinsey.com/business-functions/organization/our-insights/making-work-meaningful-a-leaders-guide.

Wrzesniewski, A. (2014). Engage in job crafting. In J. E. Dutton, & G. M. Spreitzer (Eds.), *How to be a positive leader: Small actions, big impact* (pp. 65-75). Berrett-Koehler Publishers, Inc.

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

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