

Work Psychology in Health Care (D012553)

Course size (nominal values; actual values may depend on programme)

Credits	3.0	Study time	90 h	Contact hrs	15.0 h
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Course offerings and teaching methods in academic year 2018-2019

A (semester 1)	Dutch	lecture	12.5 h
		seminar	1.25 h
		guided self-study	1.25 h

Lecturers in academic year 2018-2019

Vlerick, Peter	PP09	lecturer-in-charge
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Offered in the following programmes in 2018-2019

	crdts	offering
Linking Course Master of Science in Nursing and Midwifery	3	A

Teaching languages

Dutch

Keywords

Work psychology, health care

Position of the course

Health care providers' health not only imply the absence of disease but also the presence of physical, emotional and cognitive well-being. Masters in Nursing and Midwifery are, as workers in the health care sector, faced with work psychological problems /risks and /or their consequences. Through their scientific and professional behavior/ decision-making, Masters in Nursing and Midwifery can contribute to solve / prevent them. This might foster humans' well-being/health (patients, care recipients, colleagues ...), quality of service and employees' well-being.

This is an introductory course, at academic level, that contributes to the following competence areas:

- To incorporate a multitude of theoretical models and research findings.
- Psychological study of scientific and practice relevant questions regarding health care work.

In this course internationalization is formalized through the frequent use and integration of English learning materials and international scientific publications.

Contents

This course contains the following subjects :

1. Introduction
2. Research methods in work psychology
3. Basic models in work psychology
4. Current theoretical perspectives
5. Work content : quantitative and qualitative task demands
6. Sickness absence and sickness presence
7. Work relations : job control and social aspects of work
8. Work conditions : recovery and work hours
9. Work circumstances : technology and safety

Initial competences

You can download the list of prerequisites on <https://oasis.ugent.be/oasis-web/curriculum/voorkennisvancursus?cursuscode=D012553&taal=en>.

This course builds on certain final competences of psychology in the professional bachelor nursing/midwifery;

Mastering English language.

Final competences

- 1 To relate, to situate and to demonstrate implications of theoretical concepts and empirical knowledge.
- 2 To evaluate critically health care policy.
- 3 To argue/formulate a vision on care.
- 4 To contribute to policy in health care organizations.

Conditions for credit contract

Access to this course unit via a credit contract is determined after successful competences assessment

Conditions for exam contract

This course unit cannot be taken via an exam contract

Teaching methods

Guided self-study, lecture, seminar

Learning materials and price

Selection of scientific articles (partly from own research), book chapters and slides.
Estimated cost : 15 EUR

References

- Arnold, J. et al. (2010). *Work Psychology: understanding human behavior in the workplace*, 5th edition. Financial Times Press.
- Lievens, I., & Vlerick, P. (2014). Transformational leadership and safety performance among nurses: the mediating role of knowledge-related job characteristics. *Journal of Advanced Nursing*, 70(3), 651-661.
- Mortier, A., Vlerick, P., & Clays, E. (2016). Authentic leadership and thriving among nurses : the mediating role of empathy. *Journal of Nursing Management*, 24(3), 357-365.
- Peeters, M., De Jonge, J., & Taris, T. (2013). *An introduction to contemporary work psychology*. Chichester: Wiley-Blackwell.
- Schaufeli, W. & Bakker, A. (2013). *De psychologie van arbeid en gezondheid*, 3e druk. Houten: Bohn Stafleu Van Loghum.
- Vlerick, P. (1996). Burnout and work organization in hospital wards : A cross-validation study. *Work & Stress*, 10(3), 257-265.

Course content-related study coaching

- interactive support using Minerva
- on appointment by email

Evaluation methods

end-of-term evaluation

Examination methods in case of periodic evaluation during the first examination period

Written examination with multiple choice questions

Examination methods in case of periodic evaluation during the second examination period

Written examination with multiple choice questions

Examination methods in case of permanent evaluation

Possibilities of retake in case of permanent evaluation

not applicable

Extra information on the examination methods

The 'standard setting' is used for multiple choice questions.

Calculation of the examination mark

Final score is determined by the written exam.