

## Psychology 6379 Occupational Health Psychology

Spring, 2003

Tuesday, 1:00-4:00 pm

Instructor: Dr. Lois E. Tetrick

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Office Hours: TBA

Prerequisites: Graduate Standing in Psychology or Permission of Instructor

Description: The purpose of this course is to review the major theories and empirical research showing the effects of the work environment on employees' health and well-being. The primary emphasis will be on the development and maintenance of healthy people within healthy organizations focusing on prevention of illness, disease, health problems, and injuries in the work environment. Specific topics covered include occupational safety and health hazards, organization of work factors and their relation to employee safety and health, safety climate and training, the etiology of job stress and burnout, workplace health promotion programs and the role of employee assistance programs, the interface of work and non-work factors in maintaining occupational health, and epidemiological and other research and measurement issues.

Textbook: Quick, J. C., & Tetrick, L. E. (Eds., 2003) *Handbook of Occupational Health Psychology*, Washington, DC: American Psychological Association Books.

Supplemental readings will be used to complement the *Handbook*.

Grades:

Class Participation	25%
Paper	75%

Students are expected to have read the material before class and be prepared to discuss it in class. The paper, which is a major portion of a student's grade, is expected to be either (1) a research proposal similar to an article one would find in *Journal of Occupational Health Psychology* or *Journal of Applied Psychology* without the Results and Discussion Sections or (2) an integrative literature review like one would find in *Psychological Bulletin* or *Academy of Management Review*.

### *Tentative Course Calendar*

#### **1/14 Organization and Overview**

Chapter 1 Prevention at Work: Public Health in Occupational Settings, Tetrick & Quick

Chapter 2 A History of Occupational Health Psychology, Barling & Griffiths

#### **1/21 Worker Health and Safety Overview**

Chapter 3 Controlling Occupational Safety and Health Hazards, M. Smith, et al.

Burke & Sarpy, Improving Worker Safety and Health Through Interventions

## **1/28 Organizational Health**

Chapter 4 Toward an Integrating Framework for Comprehensive Organizational Wellness: Concepts, Practices, and Research in Workplace Health Promotion, Bennett, Cook, & Pelletier  
Shaw & Delery, Strategic HRM and Organizational Health

## **2/4 Work Design**

Chapter 11 Technology and Workplace Health, Coovert & Thompson  
Parker, Turner, & Griffin: Designing Healthy Work

## **2/11 Safety Climate**

Chapter 6 Safety Climate: Conceptual and Measurement Issues, Zohar  
Zohar, The Influence of Leadership and Climate on Occupational Health and Safety  
Tesluk & Quigley, Group and Normative Influences on Health and Safety: Perspectives From Taking a Broad View on Team Effectiveness

## **2/18 Work and Family**

Chapter 7 Work-Family Balance, Frone  
Perrewe, Treadway, & Hall, The Work and Family Interface: Conflict, Family-Friendly Policies and Employee Well-Being

## **2/25 The Relations Between Work Arrangements and Health**

Chapter 8 Shiftwork and Working Hours. Smith, Folkard, & Fuller  
Smith, Sulsky & Ormond, Work Arrangements: The Effects of Shiftwork, Telework and Other Arrangements

## **3/4 Spring Holiday**

## **3/11 Stress (Part I)**

Spector, Individual Differences in Health and Well-Being in Organizations  
Kahn & Byosiere, Stress in Organizations, IO Handbook  
Chapter 5 Health Psychology and Work Stress: A More Positive Approach, Nelson & Simmons  
Chapter 9 Occupational Stress: Job Pressures and Lack of Support, Spielberger, Vagg, & Wasala  
Chapter 10 To Be Able to Exert Control Over One's Own Situation: A Necessary Condition for Coping with Stressors, Theorell

## **3/18 Health Effects of Stress**

Chapter 12 Job-related Burnout: A Review, Shirom  
Chapter 13 The Workplace and Cardiovascular Disease: Relevance and Potential Role for Occupational Health Psychology, Landsbergis, et al.  
Chapter 14 Employee Assistance Programs, Cooper, Dewe, & O'Driscoll

## **3/25 Workplace Health Interventions**

Chapter 15 Worksite Health Interventions: Targets for Change and Strategies for

Attaining Them, Heaney  
Chapter 16 Job Stress Interventions and Organization of Work, Semmer  
Chapter 17 Stress Management at Work, Quillian-Wolever & Wolever  
Griffiths & Munir, Workplace Health Promotion  
Roberts, Using Workers' Compensation to Promote a Healthy Workplace

**4/1 open**

**4/8 open**

**4/15 Methodological Issues**

Chapter 18 An Epidemiological Perspective on Research Design, Measurement,  
and Surveillance Strategies, Kasl & Jones

Chapter 19 Program Evaluation: The Bottom Line in Organizational Health, Adkins &  
Weiss

Chapter 20 Economic Evaluations of Workplace Health, DeRango & Franzini

**4/22 Paper Presentations**

**4/28 Last Day of Classes**

**4/29 Reserved for Make Up Classes  
Papers Due by 4:00 pm**