

Course Title: HRM-833, Psychological Safety and Employee Wellbeing

Credit Hours: 03

Course Description:

This course explores the interplay between psychological safety and employee health, focusing on strategies HR professionals can implement to create supportive work environments that promote wellbeing, engagement, and performance. It integrates theoretical frameworks with practical tools to manage mental health, reduce workplace stressors, and build inclusive, resilient organizations.

Course Learning Outcomes:

CLO 1: *Explain* the key concepts and theoretical models of psychological wellbeing and occupational health.

CLO 2: *Analyze* the impact of workplace stressors, organizational culture, and job design on employee mental health and wellbeing.

CLO 3: *Evaluate* workplace practices and policies that impact employee wellbeing.

CLO 4: *Apply* tools to measure psychological wellbeing and identify mental health risks.

CLO 5: *Design* employee wellness programs tailored to organizational contexts.

CLO 6: *Demonstrate* ethical sensitivity in addressing psychological wellbeing in diverse workplaces.

| Week | Topic | Key Readings & Activities | CLO |
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| Week | Topic | Key Readings & Activities | CLO |
|------|---|---|-------|
| 1 | <p>Introduction to Psychological safety and employee wellbeing</p> <p>Definition of wellbeing (psychological, emotional, physical)</p> <p>Defining psychological safety and its importance in the workplace.</p> <p>Importance of wellbeing for employees and organizations</p> <p>Global trends and statistics</p> <p>The link between psychological safety, mental health, and overall wellbeing.</p> | <p>Resource: Workplace Wellbeing a Simple guidebook for Leaders by Engagement Multiplier.</p> | CLO 1 |
| 2 | <p>The Psychology of Work</p> <p>Work as a source of identity, purpose, and stress</p> <p>Basic psychological needs (Self-Determination Theory)</p> <p>Positive psychology at work</p> <p>Understanding the impact of psychological safety on team performance, innovation, and engagement.</p> <p>Exploring the four stages of psychological safety: Inclusion, Learner, Contributor, and Challenger Safety.</p> <p>Calculating cost of mental heal at work</p> | <p>Policy Paper: Mental Health at Work: Developing the Business Case</p> | CLO 1 |
| 3 | <p>Models and Frameworks of Employee</p> | <p>Book: From Tactics to Strategy- A Framework</p> | CLO 3 |

| Week | Topic | Key Readings & Activities | CLO |
|------|--|---|---------|
| | <p>Wellbeing</p> <p>PERMA Model (Positive Emotion, Engagement, Relationships, Meaning, Accomplishment)</p> <p>Edmondson's model</p> <p>Job Demands-Resources (JD-R) model</p> <p>Maslow's Hierarchy in modern workplaces</p> <p>Developing a Strategic framework for Employee Wellbeing</p> | <p>for Employee Wellbeing by Author, Rich Goddard</p> | |
| 4 | <p>Workplace Culture and Psychological Safety</p> <p>Psychological safety across cultures</p> <p>Empathetic leadership and emotional intelligence</p> <p>Toxic vs. supportive cultures</p> <p>remote/hybrid work</p> <p>Causes and symptoms of burnout (Maslach model)</p> <p>Chronic stress and its effects</p> <p>Coping strategies and interventions</p> <p>Colleague and manager relationships</p> <p>Team dynamics and social support</p> <p>Conflict resolution</p> | | CLO 2 |
| 5 | <p>Leadership and Psychological Safety</p> <p>Transformational and servant leadership</p> <p>Empathetic leadership and emotional intelligence</p> | | CLO 1,2 |

| Week | Topic | Key Readings & Activities | CLO |
|------|--|--|-----------|
| | Leader inclusiveness and empathy Addressing microaggressions and bias Case studies: Google Project Aristotle, etc. | | |
| 6 | Celebration of Mental Health day 10 (October)- Art Therapy and Meditation | | CLO 1,2 |
| 7 | Strategies for Enhancing Wellbeing Organizational Interventions Wellbeing policies and programs Mental health days and EAPs (Employee Assistance Programs) Creating a wellbeing strategy | | CLO 1,2 |
| 8 | Technology and Wellbeing/ Psychological Safety in Teams Role of digital tools in supporting wellbeing Risks of digital overload Healthy tech use in the workplace | | CLO 4 |
| 9 | MID-SEMESTER EXAM WEEK | | |
| 10 | Wellbeing in Asian Work Cultures Asian Workplace Wellbeing Strategies Psychological safety in Asian corporate cultures and digital interventions. Psychological safety in multicultural settings, Islamic work ethics, | Report: ASEAN Workplace Wellbeing 2024 Key Insights and Recommendations for Thriving Workforces and Healthy Organizations | CLO 2 & 6 |

| Week | Topic | Key Readings & Activities | CLO |
|------|---|---|-------|
| | <p>manufacturing sector applications.</p> <p>Report Analysis</p> | | |
| 11 | <p>Guest Speaker Session on Psychological Safety and Employee Health with real life examples OR</p> <p>Interaction with Psychologists and Experts: Seeking help and destigmatizing mental health</p> | | CLO 4 |
| 12 | <p>Tools and Techniques to assess/measure wellbeing/mental health</p> | <p>Organizational surveys and climate audits</p> <p>Using data to inform policy</p> <p>Mental health assessment test/quiz</p> | CLO 4 |
| 13 | <p>The Future of Work and Employee Wellbeing</p> <p>AI, automation, and changing job roles</p> <p>Generational shifts and expectations</p> <p>Sustainable HR: Wellbeing & Safety</p> <p>Link Psychological Safety, Wellbeing and Corporate Social Responsibility (CSR)</p> | | CLO 3 |
| 14 | <p>Policies and Legal Considerations</p> <p>Occupational health and safety laws</p> <p>HR's role in mental health accommodation</p> | | CLO 6 |

| Week | Topic | Key Readings & Activities | CLO |
|------|---|---------------------------|--------------|
| | Ethical considerations | | |
| 15 | Final Project Submission and Presentations | | CLO 5 |
| 16 | Final Project Presentations | | |

Reference Books & Key Resources

- Book: From Tactics to Strategy- A Framework for Employee Wellbeing by Author, Rich Goddard
- Guidebook: Workplace Wellbeing a Simple guidebook for Leaders by Engagement Multiplier.