

**NATIONAL UNIVERSITY OF SINGAPORE**  
**School of Business**  
**Department of Management and Organisation**

**MNO4316 Experiencing Work: Effects on Behaviour and Well Being**

**Course Instructor** : Professor ILIES, Remus ([ilies@nus.edu.sg](mailto:ilies@nus.edu.sg))

**Session** : Semester 1, 2014/2015

**Module Description and Objectives**

Besides the traditional focus on directly managing employee performance, companies are increasingly focusing on enhancing worker well-being, as Human Resources managers and professionals realize that employees who are better off psychologically (happier with their jobs, more satisfied with their family lives, etc.) are more productive, more committed to their employer and less likely to quit. Employees also value achieving success at work, maintaining work-family balance, and deriving satisfaction from their work, in addition to the more tangible outcomes associated with work such as salary and benefits. In this context, understanding how work can influence employees psychological well-being, both negatively and positively, and what can employees and companies do to manage the influences of work on well-being will get companies an advantage in terms of recruiting and also having happier and more satisfied employees.

Upon completion of this module, students should have acquired an understanding of the major conceptual models that explain how work (e.g., job demands) influence behaviour and well-being (e.g., satisfaction, work-life balance, strain), and of the strategies that employees and organizations can use to manage those influences. Students will also learn, in practical terms, what they can do to protect themselves from the negative effects of work demands (e.g., work overload causing stress and strain), and also what they can do to benefit more from positive work experiences. The knowledge and skills acquired from taking this module should help students, as future employees, be more satisfied with their jobs and lives.

**Topics Covered in the Module (may be revised)**

1. Influences of Work Experiences on Employees: General Frameworks
2. Emotions and Affective States: A Closer Look
3. Job Affect and Attitudes
4. Motivation, Emotions and Affect
5. Work Behavior, Job Affect, and Job Satisfaction
6. Stress: The basics
7. Work Stress
8. Work-Family Balance
9. Happiness and Life Satisfaction

**Methods of Assessment**

There will be four graded activities: class attendance/participation (15%), individual paper (40%), group project written reports (25%), and in-class presentation of the group project (20%).