MNO4712 Experiencing Work: Effects on Behavior and Well-Being
AY2024/2025 Semester 1

Instructor:
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COURSE DESCRIPTION

Besides the traditional focus on employees' productivity and performance, companies are increasingly prioritizing employees' well-being. Human Resources managers recognize that employees who are psychologically healthier—happier with their jobs and more satisfied with their family lives—are more productive, committed, and less likely to quit. Employees value achieving success at work, maintaining a work-family balance, and deriving satisfaction from their jobs, alongside tangible benefits like salary and perks. Understanding how work influences employees' psychological well-being, both positively and negatively, and implementing strategies to manage these influences can give companies a competitive edge in recruiting and retaining happier, more satisfied employees.

This course aims to provide students with an understanding of the major conceptual models that explain how work factors influence employee behavior and well-being (e.g., satisfaction, work-life balance, stress and strain). It also covers strategies that employees and organizations can use to manage these influences.

LEARNING OUTCOMES

By the end of this course, students should be able to:
- understand general frameworks that explain the influences of work experience on employees
- evaluate and recommend strategies that can be used to manage these influences and enhance employees' well-being
- acquire knowledge and skills that can help them become satisfied future employees

COURSE MATERIALS

There is no recommended textbook for this course. Assigned readings are available through the online NUS library portal, as well as on Canvas.

SELECTED COURSE TOPICS

- Models of stress and well-being
- Affect, work attitudes, and motivation
- Coping and flourishing
- Work-family conflict and enhancement
- Happiness and satisfaction at work
- Emerging issues: technology and alternative work arrangements

ASSESSMENTS

Component	Weightage
Participation and learning contribution	20%
Individual project	35%
Collaborative project	45%
Total	**100%**

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- Generating an output, paraphrasing it, and then presenting the output as your own work or idea.
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