MNO4712 Experiencing Work: Effects on Behavior and Well-Being
AY2025/2026 Semester 1

Mondays 12pm to 3pm
BIZ1 0204

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
- Job demands and resources
- Affect and daily events at work
- Social support, coping, and recovery
- Work-family conflict and enhancement
- Emerging issues: technology and alternative work arrangements

ASSESSMENTS

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

ACADEMIC HONESTY & PLAGIARISM

Academic integrity and honesty is essential for the pursuit and acquisition of knowledge. The University and School expect every student to uphold academic integrity & honesty at all times. Academic dishonesty is any misrepresentation with the intent to deceive, or failure to acknowledge the source, or falsification of information, or inaccuracy of statements, or cheating at examinations/tests, or inappropriate use of resources.

Plagiarism is "the practice of taking someone else's work or ideas and passing them off as one's own" (The New Oxford Dictionary of English). The University and School will not condone plagiarism.

Artificial Intelligence (AI) tools such as ChatGPT do not require specialist knowledge to use. Many of these AI tools are commonly used in social media, for example, to create content and disguise and refine content created from programs like ChatGPT. We understand that students will be drawn to using these AI Tools, as they would for any other electronic aid.

However, to be clear, normal academic rules still apply. As noted in the Code of Student Conduct: "*The University takes a strict view of cheating in any form, deceptive fabrication, plagiarism and violation of intellectual property and copyright laws. Any student who is found to have engaged in such misconduct is subject to disciplinary action by the University.*"

With respect to AI tools (e.g., ChatGPT and image generation tools), your instructor will clarify whether the use of these tools as inputs into your assignment development process is acceptable. AI is a technology that requires skill to use, and knowledge about when and how to use it. If you use ChatGPT or any other such AI tool in your work, you must provide a proper representation of how you used the tool and what prompts you used to generate output. Failure to cite its use constitutes academic misconduct.

Further, as with any information source, be aware that minimal efforts yield low quality results. You will need to refine your work and fact check the output, as you would double-check information from any source. Further, you should be selective in how and when you use such tools instead of using it for each and every assignment you create.

To summarize:
1. Always check with your instructors on what are the permitted uses of AI tools.
2. Have a discussion at the start of a course about the use of AI.
3. Where permitted, acknowledge your use of AI.

4. You remain responsible for the quality of your work and its appropriate representation.
5. Failure to follow the above steps can lead to a concern about plagiarism (academic dishonesty).

As always, you have the obligation to make clear to the assessor which is your own work, and which is the work of others. Otherwise, your assessor is entitled to assume that everything being presented for assessment is entirely your own work. This is a minimum standard.

Additional guidance can be found at:
- Admission Condition: http://www.nus.edu.sg/registrar/administrative-policies-procedures/acceptance-record#NUSCodeofStudentConduct
- NUS Code of Student Conduct: http://nus.edu.sg/osa/resources/code-of-student-conduct
- Academic Integrity Essentials: https://libguides.nus.edu.sg/new2nus/acadintegrity#s-lib-ctab-22144949-4
- Guidelines on the Use of AI Tools For Academic Work: https://libguides.nus.edu.sg/new2nus/acadintegrity#s-lib-ctab-22144949-3