Positive Organizational Psychology

Elective course – 3 credits

Major Disciplines: Psychology, Human Development, Organizational Psychology

Faculty Members: Gitte Vonsild

Program Director: Carla Caetano, Ph.D. - cca@dis.dk

Time & Place: TBD

Description of course:

Work settings have a significant impact on people’s life, but what makes work life worth living? How can we improve the effectiveness and people’s quality of life in organizations? The field of Positive Organizational Psychology (POP) has been defined as “…the scientific study of positive subject experiences and traits in the workplace and positive organizations, and its application to improve the effectiveness and quality of life in organizations.” (Donaldson & Ko, 2010). Guided by this definition we will explore the science of positive psychology applied to work and organizations, emphasizing topic areas such as positive organizational scholarship, positive organizational behavior, psychological capital, positive leadership, organizational virtuousness, coaching, and flow at work. Scandinavia and European cultural perspectives will also be considered.

Learning objectives of the course: By the end of this course, you will be able to:

- Understand how to apply positive psychology theories and concepts to work and organizations.
- Devise pathways to improve people’s quality of life in organizations
- Apply specific methods for development in the workplace, e.g. employing flow design, coaching, and facilitation techniques
- Understand how leaders can create positive change in organizations through actions and attitude shifts
- Develop the psychological qualities that impact and improve well-being and performance

Faculty: Gitte Vonsild

Selected readings:

Books:


Articles:


Luthans, F. (2002). The need for and meaning of positive organizational behavior. Journal of Organizational Behavior, 23(6), 695-706


Field Studies: TBD

Guest Lecturers: TBD

Approach to Teaching:

The teaching in this course is based on experiential learning, so students will participate actively in exercises, reflection, and discussion in class.

Expectations of the Students:

In this course, each one of us has the equal and unique responsibility to facilitate the most optimal learning outcomes.

Students are expected to:

- complete all reading assignments prior to coming to class
- contribute to class discussions and group activities
- draw upon your interactions and observations from daily life in Denmark to the theory, research, and practices of Positive Psychology in class
- work independently and be active in group work
- write down reflections throughout the course
- be punctual and attend all classes; missing classes without a legitimate excuse will result in a lower final grade
Grading: What is the grading breakdown by area? E.g. Engaged participation 10%, Final paper 30%, two quizzes each 10% etc. This item can be adjusted at a later time, so the breakdown is not binding and can just be your current best bet.

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<tr>
<th>Assignment</th>
<th>How evaluated</th>
<th>Percent</th>
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<tr>
<td>Engaged participation</td>
<td>Individual</td>
<td>15</td>
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<td>Research presentation</td>
<td>Team</td>
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<td>Case assignment</td>
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<td>Final synthesis</td>
<td>Individual</td>
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Course Summary: Selected topics

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<th>Date</th>
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<tr>
<td></td>
<td>Introduction to applied positive organizational psychology</td>
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<td>Positive organizational behavior - Positive psychological capital (PsyCap)</td>
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<td>Applying the Broaden-and-Build theory to organizations</td>
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<td>Organizational virtuousness and performance</td>
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<td>Strengths based approach - Investing in strengths</td>
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<td>Positive organizing</td>
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<td>Positive leadership</td>
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<td>Work engagement: job demands and resource</td>
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<td>Positive Work Relationships</td>
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<td>Flow at Work</td>
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<td>Coaching</td>
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