

STOCKHOLMS UNIVERSITET

Psykologiska institutionen

Forskarutbildningen

Course Syllabus

Work, stress, and health: Psychological perspectives on mobility and embeddedness in working life **(7.5 credits, fall semester 2016)**

This course is part of The Swedish National Research School in Work Science through the Swedish Forum for Working Life (FALF) and is conducted in cooperation with the Stockholm Stress Center research school.

“Work, stress, and health: Psychological perspectives on mobility and embeddedness in working life”

Course Content

The course examines changes that are shaping today’s working life by focusing on mobility and embeddedness from a psychological perspective. While voluntary mobility is a natural part of career development and job change, involuntary mobility is often the result of redundancies related to organizational changes. Remaining in one’s job may be voluntary, e.g., when choosing to remain in an organization where the conditions and personal development opportunities are good, or involuntary, e.g., remaining due to lack of alternatives. The relationships between the individual’s circumstances and societal changes, the labor market, and organizational conditions will be explored in the course, as well as the impact of mobility and embeddedness on health and work-related well-being. An emphasis will be put on how individuals cope with their situation and how the different actors involved can help facilitate favorable patterns regarding mobility and embeddedness.

Organizers

The course is arranged by The Swedish National Research School in Work Science (Nationella forskarskolan i arbetsvetenskap) through the Swedish Forum for Working Life (Forum för arbetslivsforskning; FALF). It is presented by the Department of Psychology at Stockholm University in collaboration with the FORTE sponsored research school of Stockholm Stress Center (SSC).

Participants

Doctoral students (accepted to graduate studies) from any Swedish educational institution are welcome to apply. In accordance with policy of FALF’s research school, ten participants are selected who represent a diversity of disciplines, genders, and geographical origins. The travel and housing expenses of those selected will be financed by FALF’s national research school. Doctoral students from the entire country may also apply through SSC’s research school, for whom SSC’s research school policies regarding board and housing would apply. For doctoral students from the Department of Psychology at Stockholm University who apply, the standard policies would apply. *More info on the application below.*

Course Structure

The course will be held at the Department of Psychology at Stockholm University during the fall 2016 term. During one week per month for three months, there will be two course meetings over two days (Monday-Tuesday). Monday sessions are from 11 a.m. to 5 p.m. (17.00); Tuesday sessions are from 9 a.m. to 3 p.m. (15.00). The dates for these meetings are:

- 12-13 September
- 10-11 October
- 14-15 November

A seminar format will be used for the course, led by researchers from the Department of Psychology at Stockholm University and the Stockholm Stress Center. Each meeting will be based on scientific articles/book chapters relevant to the course topics. Alongside the seminars, there will also be group discussions on the topics. The course will conclude with an examination seminar where individually written papers are to be presented, also in the form of a poster session, where course participants will be assigned to discuss each other’s papers.

Course meetings will take place at the Department of Psychology, Stockholm University, Frescati Hagväg, Stockholm.

Course Coordinators and Examiners

Magnus Sverke, Professor, Dept. of Psychology, Stockholm University
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Johnny Hellgren, Docent, Dept. of Psychology, Stockholm University
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Other Lecturers

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Anne Richter, Post-doc, Dept. of Psychology, Stockholm University
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Marta Sousa-Ribeiro Larsson, Ph.D., Dept. of Psychology, Stockholm University
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Hugo Westerlund, Professor, Stress Research Institute, Stockholm University
(hugo.westerlund@su.se) (HW)

Expected Learning Outcomes

Upon course completion students are expected to be able to:

- Explain the fundamental ideas regarding voluntary and involuntary mobility and embeddedness in working life
- Discuss what the various aspects of mobility and embeddedness represent as well as critically consider the different concepts and their origins
- Analyze the effects of mobility and embeddedness on the attitudes, behavior, and health of individuals
- Analyze how individuals' attitudes, behavior, and health can be influenced by different trends in working life, organizational leadership, and work-related measures
- Critically consider the theoretical and methodological aspects of the research on mobility and embeddedness in working life

Examination

The grading in the course is on a pass or fail basis. The examination is based on the following criteria:

(1) *Course requirements* include (a) active participation in the lectures/seminars, (b) written submission of discussion questions in connection with the group discussions, (c) completion and presentation of a poster based on the final essay, and (d) participation in discussing other participants' papers at the final examination seminar.

(2) The final examination of the course is in the form of an *individually written paper* that utilizes one or more of the main concepts presented in the course. The paper (6-8 pages [excluding references], single-spaced type), which will be graded pass or fail, is to be distributed among the class prior to the final seminar (see the Schedule).

The assessment of the paper is based on the following criteria:

- Relevant connection to the research question
- Connection to the course literature and other literature relevant to the paper
- Clarity and structure of the description
- Integration of theoretical perspectives
- Critical reflection

Course Literature (additional literature may be assigned)

Book

N Näswall, K., Hellgren, J., & Sverke, M. (2008). *The individual in the changing working life*. Cambridge: Cambridge University Press (selected readings; the numbers in the schedule refer to the chapters).

Articles

- AG Aronsson, G., & Göransson, S. (1999). Permanent employment but not in a preferred occupation: Psychological and medical aspects, research implications. *Journal of Occupational Health Psychology*, 4(2), 152-163.
- BM Berntson, E., & Marklund, S. (2007). The relationship between perceived employability and subsequent health, *Work & Stress*, 21(3), 279-292.
- BN Bernhard-Oettel, C. & Näswall K. (2015). Career continuance and transfer of competencies after job transitions: Insights from a Swedish study. In B. van der Heijden & A. de Vos (Eds.), *Handbook of sustainable careers* (pp. 381-397). Edward Elgar.
- C Cheng, G., & Chan, D. (2008). Who suffers from job insecurity? A meta-analytic review. *Applied Psychology: An International Review*, 57(2), 272-303.
- D Datta, D. K., Guthrie, J. P., Basuil, D., & Pandey, A. (2010). Causes and effects of employee downsizing: A review and synthesis. *Journal of Management*, 36(1), 281-348.
- G Geurts S. A. E., & Sonnentag, S. (2006). Recovery as an explanatory mechanism in the relation between acute stress reactions and chronic health impairment. *Scandinavian Journal of Work, Environment & Health*, 32(6), 482-492.
- AH Härenstam, A. (2009). Exploring gender, work and living conditions, and health: Suggestions for contextual and comprehensive approaches. *Scandinavian Journal of Work Environment and Health*, 35(2), 127-133.
- QH Huang, Q., El-Khoury, B. M., Johansson, G., Lindroth, S., & Sverke, M. (2007). Women's career patterns: A study of Swedish women born in the 1950s. *Journal of Occupational and Organizational Psychology*, 80(3), 387-412
- I Innstrand, S.T., Langballe, E.M., Espnes, G.A., Falkum, E., & Aasland, O.G., (2008). Positive and negative work-family interaction and burnout: A longitudinal study of reciprocal relations. *Work & Stress*, 22(1), 1-15.

- KL Keim, A. C., Landis, R. S., Pierce, C. A., & Earnest, D. R. (2014, May 5). Why do employees worry about their jobs? A meta-analytic review of predictors of job insecurity. *Journal of Occupational Health Psychology*. Advance online publication. (<http://dx.doi.org/10.1037/a0036743>)
- KN Kivimäki, M., Nyberg, S. T., Batty, G. D., Fransson, E. I., Heikkilä, K., Alfredsson, L., et al. (2012). Job strain as a risk factor for coronary heart disease: A collaborative meta-analysis of individual participant data. *Lancet*, *380*(9852), 1491-1497
- M Michel, J.S., Kotrba, L.M., Mitchelson, J.K., Clark, M.A., & Baltes, B.B. (2011). Antecedents of work-family conflict: A meta-analytic review. *Journal of Organizational Behavior*, *32*, 689-725.
- MS Mishra, A. K., & Spreitzer, G. M. (1998). Explaining how survivors respond to downsizing: The roles of trust, empowerment, justice, and work redesign. *Academy of Management Review*, *23*(3), 567-588.
- S Stengård, J., Bernhard-Oettel, C., Näswall, K., Ishäll, L., & Berntson, E. (2014). Understanding the determinants of well-being and organizational attitudes during a plant closure: A Swedish case study. *Economic and Industrial Democracy*, *36*(4), 611-631. (doi: 10.1177/0143831X14527775).
- TY Tsai, C.-F., & Yen, Y.-F. (2008). A model to explore the mystery between organizations' downsizing strategies and firm performance: Integrating the perspective of organizational change, strategy and strategic human resource management. *Journal of Organizational Change Management*, *21*(3), 367-384.
- vT von Thiele Schwarz, U., Lindfors, P., & Lundberg, U. (2008). Health-related effects of worksite interventions involving physical exercise and reduced working hours. *Scandinavian Journal of Work, Environment & Health*, *34*(3), 179-188.
- U Ursin, H., & Eriksen, H. R. (2010). Cognitive activation theory of stress (CATS). *Neuroscience and Biobehavioral Reviews*, *34*(6), 877-81.
- VL Van Laethem, M., Beckers, D. G. J., & Kompier, M. A. J. et al. (2013). Psychosocial work characteristics and sleep quality: A systematic review of longitudinal and intervention research. *Scandinavian Journal of Work, Environmental & Health*, *39*(6), 535-549.
- WS Wang, M., & Shultz, K. S. (2010). Employee retirement: A review and recommendations for future investigation. *Journal of Management*, *36*(1), 172-206.
- WG Westerlund, H., Gustafsson, P. E., Theorell, T., Janlert, U., & Hammarström, A. (2012). Social adversity in adolescence increases the physiological vulnerability to job strain in adulthood: A prospective population-based study. *PLoS ONE*, *7*(4):e35967.

Schedule

Date	Time	Topic	Instructor	Reading
<i>Round 1</i>				
12/9	11.00-11.50	Introduction	MS HF JH	N1,3
	12.00-13.00	Lunch		
	13.00-14.30	Mobility and careers	MS	N2; QH
	14.30-15.00	Coffee		
	15.00-17.00	Organizational change and downsizing	JH	D; MS; TY
	19.00	Group dinner (not required)		
13/9	9.00-10.00	Job insecurity	AR	N5,6; C; KL
	10.00-11.00	Employability	EB	N5; BM
	11.00-12.20	Coffee + Group discussion	MS HF JH	
	12.30-13.30	Lunch		
	13.30-15.00	Gender, work and health	AH	N18; N15; AH
<i>Round 2</i>				
10/10	11.00-12.20	Work–family interaction	HF	N7,8; I; M
	12.30-13.30	Lunch		
	13.30-14.30	Recovery	GK	G; VL
	14.30-16.00	Coffee + Group discussion	MS HF JH	
	16.00-17.00	The retirement process	MSR	N16; WS
11/10	9.00-10.00	Career and job transitions	CBO	BN; S
	10.00-11.00	Locked-in at workplaces or in occupations	CBO	AG
	11.00-12.20	Coffee + Group discussion	MS HF JH	
	12.30-13.30	Lunch		
	13.30-15.00	Advising	MS HF JH	
7/11	<i>Cirkulering av paper och poster</i>			
<i>Round 3</i>				
14/11	11.00-12.20	Job stress and coping	HW	N14; KN; U; WG
	12.30-13.30	Lunch		
	13.30-15.30	Health promotion and organizational interventions	PL	N17,19,20; vT
	15.30-17.00	Coffee + Group discussion	MS HF JH	
15/11	9-12.30	Examination of essays + Poster presentation	MS HF JH	
	13.00	Final lunch + Course evaluations		

Notes:

See course coordinators and lecturers list for instructor abbreviations.

See Course Literature for the readings abbreviations.

Seminars will take place in Seminar room U22, Frescati Hagväg 8 (Mondays before lunch) and Seminar room 357, Frescati Hagväg 14 (all other occasions). Group discussions occur in the given group meeting rooms.