

DOCTORAL STUDIES COURSE UNIT DESCRIPTION

Name of subject	Field of science, code	Faculty / Center	Institute / Department
Employee Well-Being in Modern Organizations: From Theory to Interventions	S 006	Faculty of Philosophy	Institute of Psychology

Student's workload	Credits	Student's workload	Credits
Lectures		Consultations	2
Independent study	5	Seminars	

Course annotation
<ol style="list-style-type: none"> 1. The concept of employee well-being in an organization. Historical development of the concept of a psychologically healthy workplace. Elements of employee well-being. 2. The role of well-being for the employee and the organization. 3. Research methods of employee well-being in the organization. Long-term, cross-sectional and diary studies. 4. Occupational health and safety. The effects of technology on employees' health. 5. Work characteristics and their impact on employee well-being. Stress and its coping. Burnout. 6. Work-life balance: individual and organizational strategies and practices. 7. Engagement and empowerment. 8. Staff training and recognition. 9. Culture and communication, their role in creating well-being in the organization. 10. Designing employee well-being in an organization. Development and implementation of interventions.
Reading list
Burke, R. J., & Pignata, S. (2020). Handbook of research on stress and well-being in the public sector. Cheltenham, UK ; Northampton, MA: Edward Elgar Publishing.
Cooper, C., & Quick, J. C. (Eds.). (2017). The handbook of stress and health: A guide to research and practice. John Wiley & Sons.
Day, A., Kelloway, E. K., Hurrell, J. Jr. (2014). Workplace well-being: How to build psychologically healthy workplaces. Chichester ; Malden [Mass.] : Wiley Blackwell.
Taris T.W. (Eds.) (2016). Longitudinal research in occupational health psychology. London: Routledge, Psychology Press
Blustein, D. L. (2015). The Oxford handbook of the psychology of working / edited by. New York, NY : Oxford University Press.
Van Veldhoven, M., & Pececi, R. (Eds.). (2014). Well-being and performance at work: The role of context. Psychology Press.
Biron, C., Karanika-Murray, M., Cooper, C. L. (2012). Improving Organizational Interventions for Stress and Well-Being. London, New york: Routledge, Psychology Press.
Bakker A.B., Leiter M.P. (2010). Work engagement: A handbook of essential theory and research. New York: Psychology Press.
Peter, Y. Chen, P.Y., Cooper C. L. (Eds.) (2014). Work and wellbeing. Chichester, West Sussex: John Wiley & Sons
Leiter, M. P., Bakker, A. B., & Maslach, C. (Eds.). (2014). Burnout at work: A psychological perspective. Psychology Press.
Folkman, S., & Nathan, P. E. (Eds.). (2011). The Oxford handbook of stress, health, and coping. Oxford University Press.
Major, D. A., & Burke, R. J. (Eds.). (2013). Handbook of Work_Life Integration Among Professionals: Challenges and Opportunities. Edward Elgar Publishing.
Cartwright, S., & Cooper, C. L. (Eds.). (2009). The Oxford handbook of organizational well-being. Oxford Handbooks.

The names of consulting teachers	Science degree	Main scientific works published in a scientific field in last 5 year period
Jurgita Lazauskaitė-Zabielskė	Dr.	Žiedelis, A., Lazauskaitė-Zabielskė, J., & Urbanavičiūtė, I. (2021) Reconciling Home and Work During Lockdown: The Role of Organisational Segmentation Supplies for Psychological Detachment and Work-Home Conflict. <i>Psichologija</i> , 2021, 64, 86-93.
		Urbanaviciute, I., Lazauskaite-Zabielske, J., & De Witte, H. (2021). Deconstructing Job Insecurity: Do its Qualitative and Quantitative Dimensions Add Up?. <i>Occupational Health Science</i> , 5(3), 415-435.
		Lazauskaitė-Zabielskė, J., Žiedelis, A., Urbanavičiūtė, I. (2021) Who benefits from time-spatial job crafting? The role of boundary characteristics in the relationship between time-spatial job crafting, engagement and performance. <i>Baltic Journal of Management</i> , vol. 16, no. 1, p. 1–19.
		Urbanavičiūtė, I., Lazauskaitė-Zabielskė, J. Psichologinis nesaugumas dėl darbo: kaip išlaikyti darbuotojų gerovę besikeičiančiame darbo pasaulyje? Monografija. Vilnius: Vilniaus universiteto leidykla, 2020. 240 p.
		Lazauskaitė-Zabielskė, J., Urbanavičiūtė, I., Rekašiūtė Balsienė, R. (2020). The structure of work engagement: a test of psychometric properties of the Lithuanian version of the Utrecht Work Engagement Scale. <i>European journal of psychological assessment</i> , vol. 36, iss. 4, p. 601–611.
		Lazauskaitė-Zabielskė, J., Urbanavičiūtė, I. Įsitraukimas į darbą: nuo optimalių darbo sąlygų iki darbuotojo gerovės. Monografija. Vilnius: Vilniaus universiteto leidykla, 2018.
		Urbanaviciute, I., Lazauskaite-Zabielske, J., Vander Elst, T., & De Witte, H. Qualitative job insecurity and turnover intention: The mediating role of basic psychological needs in public and private sectors", <i>Career Development International</i> , 2018, Vol. 23 Issue: 3, pp.274-290
		Lazauskaitė-Zabielskė, J., Urbanavičiūtė, I., Rekašiūtė Balsienė, R.. From Psychosocial Working Environment to Good Performance: The Role of Work Engagement <i>The Baltic Journal of Management</i> , 2018, 13(2). p. 236–249
		Lazauskaitė-Zabielskė, J., Urbanavičiūtė, I., Rekašiūtė Balsienė, R. (2018). Meistriškumo dirbti strategijų vaidmuo išsekimo ir darbo išteklių sąsajoms: pedagogų imties tyrimas. <i>Psichologija</i> , Nr. 56, p. 20–36

		<p>Lazauskaitė-Zabielskė, J., Urbanavičiūtė, I., Rekašiūtė Balsienė, R (2018). From psychosocial working environment to good performance: the role of work engagement. <i>Baltic journal of management</i>. Vol. 13, no. 2, p. 236–249.</p>
Dalia Bagdžiūnienė	Dr.	<p>Bulotaitė, L., Sargautytė, R., Žiedelis, A., & Bagdžiūnienė, D. (2021). Skirtingus ketinimus skiepytis nuo COVID – 19 ir laikytis kitų prevencinių priemonių turinčių asmenų psichologinės charakteristikos. <i>Visuomenės sveikata</i>, 3(94), 75 – 82.</p> <p>Bulotaitė, L., Bagdžiūnienė, D., Ziedelis, A., & Sargautyte, R. (2021). Išgyventi COVID-19 pandemiją: psichologinių veiksnių svarba ketinimams laikytis prevencinių priemonių . <i>Visuomenės sveikata</i>, 1(92), 80-91.</p> <p>Bagdžiūnienė D., Lazauskaitė – Zabielskė J., & Urbanavičiūtė I. (2019). Patikslinto pilietiško elgesio organizacijoje klausimyno psichometriniai rodikliai. <i>Psichologija</i>, 60, 27-45.</p> <p>Žukauskaitė I., Bagdžiūnienė D., & Rekašiūtė Balsienė R. (2019). Darbuotojų profesinio saviveiksmingumo, struktūrinio įgalinimo ir įsitraukimo į darbą sąsajos. <i>Psichologija</i>, 59, 37-52.</p> <p>Miselytė, M., Bagdžiūnienė, D., & Jakutė, V. (2019). Darbo reikalavimai, išteklių ir proaktyvus elgesys darbe: įsitraukimo į darbą ir streso vaidmuo. <i>Psichologija</i>, 59, 8–22.</p> <p>Miselytė, M. & Bagdžiūnienė, D. (2017). Socialinės paramos ir vadovo proaktyvaus elgesio reikšmė darbuotojų proaktyviam elgesiui. <i>Psichologija</i>, 56 (56), 37-55.</p>

Certified during Doctoral Committee session on 2022-04-25. Protocol No. 15600-KT-150

Committee Chairman prof. Evaldas Kazlauskas