

## DOCTORAL STUDIES COURSE UNIT DESCRIPTION

Name of subject	Field of science, code	Faculty / Center	Institute / Department
<b>Interventions for Employee Well-being in Organizations</b>	S 006	Faculty of Philosophy	Institute of Psychology

Student's workload	Credits	Student's workload	Credits
Lectures		Consultations	1
Independent study	6	Seminars	

<b>Course annotation</b>
Challenges and methodological issues of interventions for employee well-being in the organisation. Designing and implementing intervention: understanding and addressing organizational-level barriers to interventions. Solving psychosocial problems in the workplace from multi-faceted, multi-level and integrated perspectives. Research on interventions to improve employee well-being in the organisation: perspectives on organisational change and development. Psychosocial safety climate as a key indicator of workplace psychological health and engagement and a precursor for intervention success. Perspectives on the intervention process. Measuring intervention adequacy and success. The role of quantitative and qualitative research in understanding the context and process of intervention on occupational health and safety and mental health. Evaluating the appropriateness of interventions in an organisation: what is appropriate, for whom and in what context? Interventions for managing burnout, engagement, and work-life balance. The role of managers in managing the psychosocial risks and successfully implementing well-being interventions. Principles of successful organisational intervention implementation.
<b>Reading list</b>
Improving organizational interventions for stress and well-being: addressing process and context / edited by Biron, C., Karanika-Murray, M., & Cooper, C. L. London ; New York : Routledge, Taylor & Francis Group, 2015.
Cooper, & Lapierre, L. Organizational stress and well-being. Cambridge University Press. 2023.
Nielsen, & Miraglia, M. (2017). What works for whom in which circumstances? On the need to move beyond the 'what works?' question in organizational intervention research. Human Relations (New York), 70(1), 40–62. <a href="https://doi.org/10.1177/0018726716670226">https://doi.org/10.1177/0018726716670226</a>
Well-being and performance at work : the role of context / edited by Van Veldhoven, M., & Peccei, R. Hove; New York, NY : Psychology Press, Taylor & Francis Group, 2015
Organizational Stress and Well-Being/ edited by Lapierre, L. M; Cooper, C., & Lapierre, L. M. Cambridge University Press & Assessment, 2023
Biron, C., Karanika-Murray, M., & Cooper, C. L. (2012). Organizational interventions for stress and well-being—an overview. Improving organizational interventions for stress and well-being, 1-17.
Organizational interventions for health and well-being / edited by Nielsen, K., & Noblet, New York: Routledge, 2018.
Burnout at work : a psychological perspective / edited by Leiter, M. P., Bakker, A.B., & Maslach, C. London ; New York [N.Y.]: Psychology Press, Taylor & Francis Group, 2014.

The names of consulting teachers	Science degree	Main scientific works published in a scientific field in last 5 year period
Jurgita Lazauskaitė-Zabielskė	Dr	<b>Lazauskaitė-Zabielskė, Jurgita</b> ; Urbanavičiūtė, Ieva; Žiedelis, Arūnas. Pressed to overwork to exhaustion? The role of psychological detachment and exhaustion in the context of teleworking // Economic and industrial democracy. London : SAGE Publications Ltd. ISSN 0143-

	<p>831X. eISSN 1461-7099. 2023, vol. 44, iss. 3, p. 875-892. DOI: 10.1177/0143831X221095111.</p> <p>Urbanavičiūtė, Ieva; <b>Lazauskaitė-Zabielskė, Jurgita</b>. The quality of working life from a person-centred perspective: linking job crafting, work environment types and work engagement // Personnel review. Bingley : Emerald Publishing Limited. ISSN 0048-3486. 2023, vol. 52, no. 8, p. 1991-2007. DOI: 10.1108/PR-04-2021-0243.</p> <p>Žiedelis, Arūnas; <b>Lazauskaitė-Zabielskė, Jurgita</b>; Urbanavičiūtė, Ieva. The gendered effect of an overwork climate and high personal standards for work-home conflict during the pandemic // Economic and industrial democracy. London : SAGE Publications. ISSN 0143-831X. eISSN 1461-7099. 2023, first published online, p. [1-19]. DOI: 10.1177/0143831X231167497.</p>
	<p>Urbanavičiūtė, Ieva; <b>Lazauskaitė-Zabielskė, Jurgita</b>; Žiedelis, Arūnas. Re-drawing the line: work-home boundary management profiles and their dynamics during the pandemic // Applied psychology : Wiley. ISSN 1464-0597. 2023, vol. 72, iss. 4, p. 1506-1527. DOI: 10.1111/apps.12453.</p>
	<p><b>Lazauskaitė-Zabielskė, Jurgita</b>; Urbanavičiūtė, Ieva; De Witte, Hans. What happens to others will happen to me! Examining the cross-lagged relationship between perceived overall justice and job insecurity // Baltic journal of management. Bingley : Emerald Publishing Limited. ISSN 1746-5265. eISSN 1746-5273. 2023, vol. 18, no. 3, p. 285-299. DOI: 10.1108/BJM-07-2022-0273.</p>
	<p><b>Lazauskaitė-Zabielskė, Jurgita</b>; Žiedelis, Arūnas; Jakštienė, Rita; Urbanavičiūtė, Ieva; De Witte, Hans. The Lithuanian version of the Burnout Assessment Tool (BAT-LT): psychometric characteristics of the primary and secondary symptoms scales // Frontiers in psychology. Lausanne : Frontiers Media SA. eISSN 1664-1078. 2023, vol. 14, art. no. 1287368, p. [1-11]. DOI: 10.3389/fpsyg.2023.1287368.</p>
	<p><b>Lazauskaitė-Zabielskė, Jurgita</b>; Žiedelis, Arūnas; Urbanavičiūtė, Ieva. When working from home might come at a cost: the relationship between family boundary permeability, overwork climate and exhaustion // Baltic journal of management. Bingley : Emerald Group Publishing. ISSN 1746-5265. eISSN 1746-5273. 2022, vol. 17, no. 5, p. 705-721. DOI: 10.1108/BJM-12-2021-0491.</p>
	<p><b>Lazauskaitė-Zabielskė, Jurgita</b>; Urbanavičiūtė, Ieva; Rekašiūtė Balsienė, Rita. The structure of work engagement: a test of psychometric properties of the Lithuanian version of the Utrecht Work Engagement Scale // European journal of psychological assessment. Gottingen : Hogrefe and Huber Publishers. ISSN 1015-5759. eISSN 2151-2426. 2020, vol. 36, iss. 4, p. 601-611. DOI: 10.1027/1015-5759/a000545.</p>

Certified during Doctoral Committee session on 2024-05-29. Protocol No. 15600-KT-232

Committee Chairman prof. Evaldas Kazlauskas