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Erasmus+ Incoming Mobility Sessions

**Well-being at work.
Job performance.
Proactive behaviors.
Psychosocial risks.**

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Director of the Master in Human Resources Management
Isabel I de Castilla International University

Co-hosted by the OUC Programmes of Study:

- MSc in Management, Quality and Technology
- The Open MBA

Instructor and short bio



Dr Jorge Magdaleno Marco is the Director of the Master in Human Resources Management of the Isabel I de Castilla International University. Dr Magdaleno has worked as a researcher in the Department of Social Psychology at the University of Valencia, where he taught social psychology and organisational psychology, and was engaged in research in relation to sustainable work well-being. His PhD in Psychology of Human Resources was awarded by the University of Valencia, and his doctoral thesis was focused on job performance. He graduated with a degree in Psychology by the University of Valencia, and he has completed the Erasmus Mundus Master of Work, Organisational and Personnel Psychology offered by the University of Valencia and the University of Coimbra. Dr Magdaleno published several articles in peer-reviewed journals, he has participated in research projects, and has presented in various national and international scientific events.

Blog: <https://www.ui1.es/blog-ui1/autor/jorge.magdaleno>

ResearchGate Profile: <https://www.researchgate.net/profile/Jorge-Magdaleno-Marco>

Contents of the Teaching Programme

- **Lecture 1: Well-being at work**
Monday, March 6, 2023 | 18:00 – 20:00 EET

Today, employees' point of view cannot be studied without taking into account their well-being at work, not for organizational reasons (under the assumption that well-being leads to performance) but for ethical ones. In this lesson, we will take a brief tour of the different types of wellbeing at work and look at some ways to measure and promote it in organizations.

- **Lecture 2: Job performance**
Wednesday, March 8, 2023 | 18:00 – 20:00 EET

Job performance should occur in conjunction with well-being at work, not as a result of it. Satisfactory job performance can help both employees (by improving their person-job fit and need for competence) and organizations (by helping them achieve their goals). In this lesson, we will try to understand what job performance consists of, as well as its types, measures, and initiatives to improve it.

- **Lecture 3: Proactive behaviors**
Thursday, March 9, 2023 | 18:00 – 20:00 EET

The employee's proactive behaviors arise from their autonomy and help to achieve their person-job fit, which is why, in general, they should be considered desirable and promoted. In this lesson, we will see

proactive behaviors in the workplace and we will extend it to other spheres, also referring to its measurement and promotion.

- **Lecture 4: Psychosocial risks**
Friday, March 10, 2023 | 17:00 – 19:00 EET

In this last lesson, we will focus on the most important psychosocial risks that employees can suffer and how to measure, prevent and intervene on them. Although there is a growing interest in employers to safeguard the mental health of their employees, there is still a lot to be done in this field, since work-related stress and burnout have devastating effects on workers' quality of life.

Live streaming:

<https://eu.bbcollab.com/guest/caa12f0411c8498097a65733542a73ed>

Skills

Upon completion of this series of lectures, students will be able to:

- ∞ Realize the importance of Employee Wellbeing and Job Performance.
- ∞ Understand how proactive behaviors in the workplace affect performance, and how to measure and promote them.
- ∞ Realize the importance of psychosocial health in the workplace, and the psychosocial risks that might affect employees.

Teaching/learning method(s)

Several teaching techniques and methods will be used to effectively facilitate the learning process of this series of lectures. These methods will include hybrid and/or online live interactive sessions, group discussions, short quizzes.

Recommended previous knowledge and skills

Not applicable.

Language of instruction

English.

Other

Attendance and completion certificates will be available to all participants.

Registration link: <https://forms.office.com/e/m7HuRBBEJR>