# Specialist Module with Workshop: Well-being Sociology: Person, Relations, Organisations

## Prof. Sara Mazzucchelli

COURSE AIMS AND INTENDED LEARNING OUTCOMES

The course aims to:

- frame, from a sociological point of view, the complex concept of well-being and teach students the competences needed for understanding the different cultural models underlying its generation;

- present and apply the different well-being assessment models;

- explore in-depth, from a theoretical and operational point of view, well-being in organisational and business contexts, identifying, through the analysis of concrete cases, key factors for its production;

- identify and critically analyse, using an innovative approach, the distinctive criteria for evaluating the effectiveness of interventions implemented by different organisational environments;

- provide students with theoretical-applied skills so as to interact in complex cultural contexts, such as organisational environments, supporting people from an empowerment perspective in facing challenges and critical issues that may occur during their lives.

At the end of the course, students will be able to:

*- know and understand* the presented contents, the organisational context in its complexity, the interrelation with the social context, the role of the different players involved in policies and measures, and the future challenges facing companies in their welfare role;

*- apply knowledge and understanding* by identifying the cultural drivers underlying the various welfare policies and actions; planning, implementing and evaluating good corporate practices; evaluating situations of distress and identifying cognitive and behavioural coping strategies; and identifying solutions to promote well-being in the workplace;

*- make autonomous judgements,* examining emerging topics and challenges in the business environment in their entirety and complexity, devising innovative and original resolutory interventions;

*- acquire communication skills* and a specific lexicon that integrates psychological, juridical and sociological knowledge, and improve their personal and work-group presentation skills.

COURSE CONTENT

The course will address the following topics:

- well-being: cultural reference models;

- well-being assessment models;

- the company in the context of new needs;

- well-being in organisational and business contexts; distinctive features and key factors for its production;

- stress & coping, and the promotion of well-being in the workplace;

- the assessment in organisational contexts: case studies;

- the theoretical-applied skills for interacting in organisational environments, supporting people from an empowerment perspective in facing challenges and critical issues that may occur during their lives;

- analysis of some emerging topics in the business environment: age management; accompaniment in critical personal/family/work situations or in relational and life structure changes.

READING LIST

C. Manzi, S.Mazzucchelli ( 2020) (Eds.), *Famiglia e lavoro: intrecci possibili*, Studi Interdisciplinari sulla famiglia, 31, Vita & Pensiero, Milan

Materials and articles uploaded to Blackboard during the course.

TEACHING METHOD

Classes will take the form of frontal lectures, testimonials and guided practical work.

During lectures, use will be made of explanatory slides. All the material will be uploaded to Blackboard.

ASSESSMENT METHOD AND CRITERIA

An oral exam in which students' level of knowledge and ability to rework and draw critical links between the course topics will be assessed.

The following aspects will be subject to specific assessment during the oral interviews:

* specific vocabulary used;
* logical presentation of the topics;
* correctness of conceptual connections;
* ability to critically rework the topics.

NOTES AND PREREQUISITES

There are no prerequisites for attending the course. However, a degree of interest and intellectual curiosity regarding the study of society, social relations and cultural and organisational dynamics is assumed.

Students are advised to regularly consult the Blackboard platform (which each student must update with their usual e-mail address) for notices and updates.

Further information can be found on the lecturer's webpage at http://docenti.unicatt.it/web/searchByName.do?language=ENG or on the Faculty notice board.