Course: Employee Wellbeing and Performance — credits: 5

Course code	UTVM25EWP1C
Name	Employee Wellbeing and Performance
Study year	2025-2026
ECTS credits	5
Language	English
Coordinator	S. Gürbüz
Modes of delivery	Education
Assessments	TEST-01 - Assignment

Learning outcomes

1. Understanding Well-Being and Performance Theories: Explain and critically analyze contemporary theories related to employee well-being and performance, including the Job Demands-Resources (JD-R) Theory, Self-Determination Theory, and Conservation of Resources (COR) Theory *(Contributes to PLO 1 & 2).*

2. Analyzing Organizational and Personal Factors: Evaluate how organizational factors (e.g., leadership, HR practices, work characteristics) and personal factors (e.g., job crafting, playful work design, vitality management) influence employee well-being and job performance. *(Contributes to PLO 1 & 4)*

3. Developing and Implementing Well-Being Strategies: Apply theoretical insights to design, implement, and assess well-being initiatives that enhance employee performance and organizational effectiveness for an organization *(Contributes to PLO 2 & 5).*

Content

trategic Focus Area: Sustainability

This course offers a hands-on approach to understanding employee well-being and job performance in today's workplaces. Students will delve into key theoretical frameworks and apply them through engaging workshops, case studies, and real-world examples. The course equips students with the skills to design and assess employee well-being programs that drive both individual and organizational performance.

Included in programme(s)

International Business and Management

School(s)

International Business School

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