

Course Title	: Psychology Applied to Occupational Safety and Health
Course Code	: BEH202
No. of Credits/Term	: 3
Mode of Teaching	: Lecture/Tutorial
Teaching Hours	: 42 hours (3 hours per week)
Category in Major Programme	: Stream Elective (Category A) – BSMS, minor in Behavioural Science
Prerequisite(s)	: BEH103

### **Brief Course Description**

This course introduces the new development of applying psychology to occupational safety and health issues in modern society, in order to make worksite a safe and healthy place. This course highlights a human factor approach to safety management such as enhancing management style/leadership, safety climate and motivation factors; and at the same time alleviating violence and stress in the workplace.

### **Aims**

1. To arouse students' awareness of importance of work well-being (job satisfaction, physical health and mental health)
2. To equip students with an initial scientific overview of the human factor approach to safety
3. To gain understanding of some empirically documented interventions of human factors in different work settings
4. To provide students with a new focus and development in occupational health psychology
5. To help students to show more enthusiasm to work life

### **Learning Outcomes**

Upon completion of this course, students will be able to:

1. Give a brief account of psychological theories relating to safety and health.
2. Demonstrate a base of knowledge in the recognition and assessment of safety and health hazards in the workplace.
3. Apply human factor approach in solving some occupational safety and health problems in societies.
4. Increase the awareness of occupational safety and health issues in future work, formulate safe and healthy working habits, and promote the workplace safety and health.

### **Indicative Contents**

#### I. Introduction

History and Scope of Occupational Health Psychology

Occupational Safety and Health Legislation in Western Societies and Hong Kong

#### II. Characteristics of the Workplace

Physical Working Conditions  
Shift Work and Working Hours  
Psychological and Social Issues  
Individual Differences

### III. Safety and Health Problems in the Workplace

Work-related Health Problems  
Accidents and Human Error  
Violence in the Workplace  
The Challenges of Workplace Stress

### IV. Environmental Factors and Occupational Safety

Group and Normative Influences  
Safety Management practices  
Safety Culture & Climate  
Leadership & Supervision

### IV. Risk Management of Stress in the Workplace

Risk Assessment Approach to Occupational Stress  
Stress Assessment and Management in Hong Kong

### V. A Human Factor Approach to Safety and Workplace Health Promotion

Behaviour-based and Person-based Approaches to Safety & Health  
Motivation through job redesign  
Work-family balance and Family-friendly Employment Policies and Practices  
Total Health Promotion

## **Teaching Method**

Lectures combined with tutorials. Students are encouraged to choose topics relating to safety and health in Chinese societies for projects and presentation during tutorials. Audio-visual aids such as videos will be supplemented during lectures and tutorials.

## **Assessment of Learning Outcomes**

### Continuous assessment (50%)

1. Tutorial projects will be used to assess students' application of occupational health psychology knowledge and skills. Students will present the projects in tutorials (20%) and submit the written project reports (10%).
2. Class performance will be evaluated through tutorial attendance (5%) and contribution in lecture and tutorial discussion (5%).
3. Students will write individual reflective journals upon completion of group projects (10%). In the reflective journals, students describe how they feel about the projects and

explain why.

#### Final examination (50%)

4. Final Examination (50%) will be used to assess students' comprehension and synthesis of psychological theories in occupational safety and health. Students who gain less than 30% from the final exam will fail this course.

#### **Essential Readings**

Arnold, J., Silvester, J., Patterson, F., Robertson, I., & Cooper C. L., & Burnes, B. *Work Psychology: Understanding Human Behavior in the Workplace*, 4<sup>th</sup> ed., Harlow, London: Pearson Education Ltd., 2005. (Chapter 9, 11)

Clarke, S., & Cooper, C.L. (2004). *Managing the Risk of Workplace Stress*, London: Routledge. (Chapter 3, 4, 6)

Geller, E.S. (2001). *The Psychology of Safety Handbook*, Boca Raton, Florida: Lewis Publishers, 2001. (Chapter 2, 7, 15)

Grzywacz, J. G., Carlson, D.S., Kacmar, K. M., & Wayne, J. H. (2007). A multi-level perspective on the synergies between work and famil, *Journal of Occupational & Organizational Psychology*, 80(4), 559-574.

Hofmann, D.A, & Tetrick, L.E. (eds.), *Health and Safety in Organizations*, San Francisco, CA: Jossey-Bass, 2003. (Chapter 2, 3, 5, 11)

Pun, Ngai (2005). *Made in China: Women Factory Workers in a Global Workplace*, Durham: Duke University Press/Hong Kong University Press. (Chapter 3. 6)

Quick, J. C., & Tetrick, L. E. (eds.), *Handbook of Occupational Health Psychology*, Washington, DC: American Psychological Association, 2003. (Chapter 1, 2, 8)

Shultz, D., & Shultz, S. E. (2006). *Psychology & Work Today*, 9<sup>th</sup> edition, Pearson Education, Inc., New Jersey. (Chapter 10, 11)

Siu, O.L., & Phillips, D.R. (2007). Executive Summary: Research on Family-Friendly Employment Policies and Practices. EOC/WoC.

Zacharatos, A., Barling, J., & Iverson, R.D. (2005). High performance work systems and occupational safety. *Journal of Applied Psychology*, 90, 77-93.

## **Supplementary Readings**

### **Books**

Cooper, C. L., *Psychosocial Factors at Work and their Relation to Health*, Geneva: World Health Organization, 1987.

Furnham, A., *The Psychology of Behaviour at Work: The Individual in the Organization*, London: UCL Press, 1997.

Muchinsky, P. M., *Psychology Applied to Work*, 5<sup>th</sup> ed., Pacific Grove, CA: Brooks/Cole Publishing Co., 1997.

Occupational Safety & Health Council (OSHC), *Work Stress Management DIY Kit*, 2<sup>nd</sup> Ed., Hong Kong: OSHC, 2006.

Barling, J., & Frone, M. R, (eds.), *The Psychology of Workplace Safety*, American Psychological Association, 2004

Schabracq, M., Cooper, C.L., Travers, C., & van Maanen, D. (2001). *Occupational Health Psychology: the Challenge of Workplace Stress*, Leicester, England: The British Psychological Society.

Spector, Paul E., *Industrial and Organizational Psychology: Research and Practice*, 4<sup>th</sup> Edition, New York, John Wiley & Sons, 2005.

*Psychosocial Factors at Work: Recognition & Control*, Occupational Safety & Health Series No. 56, Geneva: International Labour Office, 1986.

Statt, D.A. *Using Psychology in Management Training: The psychological foundations of management skills*, London: Routledge, 2000.

Statt, D.A. *Psychology and the World of Work*, 2<sup>nd</sup> Edition, New York: Palgrave Macmillan, 2004.

Thomas, J.C., & Hersen, M. (eds.), *Psychopathology in the Workplace: Recognition and Adaptation*.

New York and Hove: Brunner-Routledge, 2004.

Triandis, H. C., Dunnette M. D., & Hough L. M. (eds.), *Handbook of Industrial and Organizational Psychology*, 2<sup>nd</sup> ed., Palo Alto, Calif.: Consulting Psychologists Press Inc., Volume 1 to 4, 1994.

### **Journal Articles**

Siu, O.L. (2006). Resilience. *Peking U Business Review*, April 2006, 72-74. (in Chinese).

Siu, O.L., Phillips, D. R., & Leung, T.W. (2004). Safety Climate and Safety Performance among Construction Workers in Hong Kong: The Role of Psychological Strains as Mediator. *Accident Analysis and Prevention*, 36(3), 359-366.

Siu, O.L., Phillips, R. D., Leung, T. W. (2003). Age Differences in Safety Attitudes and Safety Performance in Hong Kong Construction Workers. *Journal of Safety Research*, 34, 199-205.

Cass, M., Siu, O. L., Faragher, B., & Cooper, C. L. (2003). A Meta-Analysis of the Relationship between Job Satisfaction and Employee Health in Hong Kong. *Stress and Health*, 19, 79-95.

Siu, O. L. (2002). Occupational Stressors and Well-being Among Chinese Employees: The Role of Organizational Commitment. *Applied Psychology: An International Review*, 51(4), 527-544.

Siu, O. L. (2001). A Study of Safety Climate, Work Stress, and Safety Performance among Construction Workers in Hong Kong: A Facet Approach. In: D. Elizur (ed.) *Facet Theory: Integrating Theory Construction with Data Analysis* (pp.311-322). Prague, Czech Republic: MATFYZPRESS.

Siu, O. L., Cooper, C. L., & Donald, I. (1997). Occupational stress, job satisfaction, and mental health among employees of an acquired TV company in Hong Kong. *Stress Medicine*, 13, 99-107.

Siu, O. L., & Donald, I. (1996). Psychosocial factors at work and workers' health in Hong Kong: An exploratory study. *Bulletin of the Hong Kong Psychological Society January & July 1995*, 34/35, 30-56.