UNIVERSITÀ
DEGLI STUDI DI MILANO-BICOCCA

SYLLABUS DEL CORSO

Lavoro e Risorse Umane

2526-2-E1601N069

Learning objectives

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

- Understand and critically analyze the concept of job quality and its main dimensions.
- Critically assess working conditions and their impact on physical and mental health, as well as individual and collective well-being.
- Apply key sociological and psychosocial models to interpret the complex relationships between work, health, and well-being.
- Understand and evaluate health protection and well-being promotion policies in the workplace, along with organizational and institutional intervention strategies.
- Critically reflect on the social implications of work, with particular attention to inequalities and exclusion dynamics related to health and workplace well-being.
- Critical Judgment
  Critically Interpreting Social Phenomena Related to Work and Health
  Students will develop critical judgment skills by addressing the social phenomena linking work, health, and well-being. They will analyze inequalities that emerge in the workplace and the impact of organizational policies on mental and physical health. Emerging issues related to job insecurity, remote work, and changing interaction dynamics between colleagues and employers will also be discussed.
- Communication Skills
  Communicating Sociological Concepts Related to Work, Health, and Well-Being
  The course will help students develop advanced communication skills, enabling them to explain sociological and psychosocial concepts related to work, health, and well-being in a clear and effective manner. They will learn how to present these concepts to different audiences, using language adapted to the specific needs of

various stakeholders, with a particular focus on the multidisciplinary nature of the topics covered.

- Learning Skills
  Encouraging Continuous Self-Update on the Links Between Work, Health, and Well-Being
  The course will promote continuous learning, encouraging students to stay updated on developments in sociological and psychosocial knowledge regarding the connection between work, health, and well-being. Continuous reflection on changes in working conditions and their impact on workers' health will be encouraged, with a particular focus on health and social policies aimed at ensuring the integrated well-being of individuals and communities.

Contents

The course offers a critical and multidisciplinary overview of the relationship between work, health, and well-being, analyzing how transformations in the world of work influence working conditions and have significant impacts on workers' physical and mental health. Special attention will be given to job quality, considered a key social determinant of health and a central factor in promoting both individual and collective well-being. The course will also explore inequalities in "good working conditions" and discuss organizational strategies and policies aimed at improving job quality while protecting workers' health and well-being.

Detailed program

1. Introduction: Key Concepts and the Sociological Perspective
• Definition of work, health, and well-being: analysis of their interconnections and mutual influence
• The social determinants of health
• From health as merely the absence of disease to well-being as flourishing
2. Evolution and Transformations of Work
• Sociological approach to the study of work: considering work as a space for identity construction and access to material, symbolic, and relational resources
• From Fordism to the gig economy
• Critical analysis of the new challenges and opportunities that transformations in work present for health and subjective well-being
3. Quality of Work as a Determinant of Health and Well-being
• The concept of work quality and its dimensions
• Tools and indicators for measuring work quality: analysis of international surveys (Eurofound, ILO, OECD)
4. Theoretical Models (Sociological and Psychosocial) for Studying the Work-Health-Well-being Relationship
• Critical comparison of models, including their advantages, limitations, and empirical applications
5. Inequalities, Health, and Workplace Well-being
• Impact of inequalities in access to quality working conditions and their effects on health and well-being
• Case studies and empirical data
6. Policies and Practices for Promoting Work Quality
• Strategies and organizational interventions to promote work quality and protect health
• The role of collective bargaining and public policies

Prerequisites

Good logical reasoning ability; good comprehension and communication skills; basic knowledge of social, political and economic issues. Basic data analysis skills.

Teaching methods

• Lectures and seminars
• Case study discussions and article analyses
• Data analysis (Eurofound, ISTAT, WHO, INAIL)
• Seminars with guest speakers (if available)

All lectures and seminars will be held in presence.

Assessment methods

Written exam (100 minutes), with the opportunity to take an integrative oral exam. The written exam consists of:

- 5 multiple-choice questions (0-1 point each)
- 3 short-answer question (definitions, concepts, theories) (0-5 points each)
- 1 essay-type question (0-10 points)

Each exam, written or oral, will be marked based on the ability to answer corrcetly, communicate effectively concepts, theories and empirical evidence by using the appropriate scientific language.

No mid-term exam.

Textbooks and Reading Materials

The required reading materials - which will be both in Italian and English - will be communicated at the start of the course and also published on the course's e-learning page.

Sustainable Development Goals

GOOD HEALTH AND WELL-BEING | DECENT WORK AND ECONOMIC GROWTH