WED 598
Special Investigations

3 credit hours

An Exploration into the Sources and Outcomes of Job Strain and Burnout from a Human Resource Perspective

SYLLABUS

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Office Hours:  Tuesdays & Thursdays, 9 a.m. to noon; and by appointment
COURSE DESCRIPTION:

Selection and investigation of a problem; use of relevant sources and techniques; collection and analysis, evaluation, interpretation of data, and the writing of a report of the investigation for students whose particular needs are not met by existing classes.

COURSE OVERVIEW:

This special investigations course will place students in the role of a human resource development professional facing the very real problem of job strain and burnout in the workplace. Specifically, this course will immerse students in the seminal research conducted on the topic, as well as an experiential activity in which the student will develop a training workshop on the topic of job strain and burnout. Specifically, the student will examine the published research in the readings list below and using these resources and any additional resources chosen by the student, the student will develop a training workshop. The purpose of the workshop is to explain to participants the 1) common causes of Job Strain/Stress, 2) outcomes of Job Strain/Stress, 3) instruments used to measure Job Strain/Stress, and 4) intervention strategies to reduce worker Job Strain/Stress. The training workshop should be developed with the following parameters in mind:

1. The workshop will be conducted over a 2 consecutive day period (8 a.m. to 4 p.m. with a one hour break for lunch each day).
2. Ten mid-level managers will participate in the workshop.
3. Participants will, at the conclusion of the workshop, understand the causes, outcomes, and measurement instruments of Job Strain/Stress. Also, the participants will understand and be able to apply strategies to reduce work-related job stress/strain.

READINGS (these articles should be obtained via Ebsco, ProQuest, OVID, or another source)

Causes of Job Strain/Stress (Models)


**Outcomes of Job Strain/Stress**


**Instruments to measure Job Strain/Stress/Burnout**


**Intervention strategies**


**Additional**


**ASSIGNMENTS (Due Friday, May 6, 2016):**

Readings Summary and Reactions Papers (10 pts each) ……………………………290 pts
- Write and submit a 1-2 page summary of each article included in the reference list, along with your reactions to the paper.

Training Workshop ………………………………………………………………………..110 pts
- Develop and submit a training workshop. The materials submitted should include the following:
  o Description of the purpose and objectives of the workshop
  o Detailed hourly timeline of activities and lectures
  o Lesson plan that would be followed by the instructor
  o Assessment methods and instruments (e.g., exams, reaction surveys, performance assessments, etc)

**EVALUATION AND GRADING POLICY:**

A = 360 – 400
B = 320 – 359
C = 280 – 319
D = 240 – 279
**LATE WORK POLICY:**

All assignments are required to be submitted via email attachment to the instructor by the posted due date. Any assignments that are turned in after the due date, without prior approval from the instructor, will be reduced one letter grade.

**Emergency Procedures:**

Southern Illinois University Carbondale is committed to providing a safe and healthy environment for study and work. Because some health and safety circumstances are beyond our control, we ask that you become familiar with the SIUC Emergency Response Plan and Building Emergency Response Team (BERT) program. Emergency response information is available on posters in buildings on campus, available on the BERT’s website at [www.bert.siu.edu](http://www.bert.siu.edu), Department of Public Safety’s website [www.dps.siu.edu](http://www.dps.siu.edu) (disaster drop down) and in the Emergency Response Guidelines pamphlet. Know how to respond to each type of emergency.

Instructors will provide guidance and direction to students in the classroom in the event of an emergency affecting your location. **It is important that you follow these instructions and stay with your instructor during an evacuation or sheltering emergency.** The Building Emergency Response Team will provide assistance to your instructor in evacuating the building or sheltering within the facility.