

Employee Engagement and Well-being (Level 7)

Single Accredited Course - 10 Credits

Duration: 13 Weeks
Start Date: January 2021 (Date to be advised)

Time: Varied– Semester II
Fee: €540

MODULE DESCRIPTION

The aim of this module is to provide learners with a broad understanding of what is meant by employee engagement, and how employee well-being can complement and enhance the concept. The module covers the component parts of employee engagement and the processes through which high levels of engagement can be secured and sustained within an organisation. It will make particular reference to the comprehensive application of human resources (HR) policies, strategies and practices and High Performance Working. It is acknowledged that the workplace influences health and well-being in various ways. This module aims to analyse the links between the workplace and employee health and well-being and to consider ways in which health and wellbeing can be promoted and protected in the workplace. The module considers an integrated approach to health and well-being which can nurture heightened levels of employee engagement while fostering a workforce where people are committed to achieving organisational success.

LEARNING OUTCOMES

On completion of this module, the learner will/should be able to

1. articulate the concept and components of employee engagement and provide evidence showing its contribution to achieving business outcomes.
2. evaluate the importance of employee engagement as a contributor to positive corporate outcomes.
3. know how to implement HR strategies and practices to raise levels of employee engagement in a specific organisational context.
4. discuss definitions and measures of health and well-being and consider the historical development of employee health and well-being movements.
5. appraise the relationship between work and employee health and well-being and evaluate the benefits of promoting employee health and well-being.
6. propose plans, based on accepted principles, for promoting and evaluating employee health and well-being, and articulate the challenges these plans may present.

COURSE CONTENT

- Understanding the concept and components of employee engagement and evidence showing its contribution to business outcomes.
- Understanding the importance of employee engagement as a contributor to positive corporate outcomes
- Knowing how to implement HR strategies and practices to raise levels of employee engagement in a specific organisational context.
- The meaning of health and wellbeing: Definitions and concepts.
- History and background to workplace health and well-being:
- Principles of promoting health and well-being at work
- Specific topics in employee health and well-being:
- Employee Engagement and Well-being as interrelated concepts

COURSE DATES:

22nd, 30th & 31st January, 25th & 26 February, 18th & 19th March, 22nd & 23rd April and 7th May and include a Residential Weekend Seminar.

FURTHER INFORMATION

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HOW TO APPLY

Application for the course is made direct to the Institute. Please contact LLLMayo@gmit.ie for an application form or download from our website www.gmit.ie/llm.