



Course and Examination Fact Sheet: Autumn Semester 2023

1,721: Psychology: Gender, Work and Well-Being

ECTS credits: 2

Overview examination/s

(binding regulations see below)

decentral - Written work, Digital, Individual work individual grade (100%)

Examination time: Lecture time

Attached courses

Timetable -- Language -- Lecturer

[1,721,1.00 Psychology: Gender, Work and Well-Being](#) -- English -- [Chowdhury Nilima Laura](#)

Course information

Course prerequisites

None.

Learning objectives

This course will enable students to:

- - Develop a theoretical understanding of gender-and-organisations;
- - Critically engage with key concepts around work and well-being;
- - Develop a contextual and socio-relational understanding of gender, work and emotional distress;
- - Analyse the connections between workplace norms/practices and individual identities;
- - Apply these learnings in the context of developing best practices for organisations.

The seminar prepares students in the focus areas on culture, society and responsibility.

Course content

How does gender shape our experience at work? Are workplaces themselves gender-neutral? What are the links between workplace culture and well-being?

In this course we will explore the connections between gender, work and (emotional) well-being. Gender not only shapes our personal, including professional or work, identities but structures organisations and social institutions. As a result, people of different genders *experience* the workplace differently, for example in terms of self-confidence. Drawing on an interdisciplinary body of research, we will learn about and critically discuss a range of concepts such as 'work stress', 'doing gender' or 'feeling rules'. Applying a relational, socio-cultural lens to thinking about work-related well-being, we will investigate potentially harmful gendered, organisational norms and practices and analyse what they tell us about how we 'should' feel, think and behave. Finally, we will discuss the practical implications of what we have learned: How can organisations 'undo' gender? How can leaders create and role-model equitable and psychologically sustainable work practices? What alternative practices can we develop individually and collectively?

The aim of this course is for students to acquire a range of 'thinking tools' through various forms of experiential learning, group discussions, reflective exercises, and engagement with empirical material.

Course structure and indications of the learning and teaching design

The course will cover key concepts and empirical research on the topics gender-and-organisations, work and well-being,



gendered work-identities and affect/distress, and best practices for creating good workplace cultures.

The learning and teaching design consists of three elements: lecture-style input on the key concepts, experience-based learning that aims to create embodied forms of knowledge and understanding plus reading the compulsory texts. A detailed course outline and all relevant documents will be made available on StudyNet.

Course literature

Online reading materials will be provided via StudyNet.

Additional course information

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Examination information

Examination sub part/s

1. Examination sub part (1/1)

Examination modalities

Examination type	Written work
Responsible for organisation	decentral
Examination form	Written work
Examination mode	Digital
Time of examination	Lecture time
Examination execution	Asynchronous
Examination location	Off Campus
Grading type	Individual work individual grade
Weighting	100%
Duration	--

Examination languages

Question language: English

Answer language: English

Remark

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Examination-aid rule

Free aids provision

Basically, students are free to choose aids. Any restrictions are defined by the faculty members in charge of the examination under supplementary aids.

Supplementary aids

Written work must be written without outside help according to the known citation standards, and a declaration of authorship must be attached, which is available as a template on the StudentWeb. Documentation (quotations, bibliography, etc.) must be carried out universally and consistently according to the requirements of the chosen/specified citation standard such as e.g. APA or MLA. The legal standard is recommended for legal work (cf. by way of example: FORSTMOSER, P., OGOREK R., SCHINDLER B., Juristisches Arbeiten: Eine Anleitung für Studierende (the latest edition in each case), or according to the recommendations of the Law School). The reference sources of information (paraphrases, quotations, etc.) that has been taken over literally or in the sense of the original text must be integrated into the text in accordance with the requirements of the citation standard used.

Informative and bibliographical notes must be included as footnotes (recommendations and standards e.g. in METZGER, C., Lern- und Arbeitsstrategien (latest edition)). For all written work at the University of St.Gallen, the indication of page numbers is



mandatory, regardless of the standard chosen. Where page numbers are missing in sources, the precise designation must be made differently: chapter or section title, section number, article, etc.

Examination content

The examination information will be published at a later date.

Examination relevant literature

The compulsory literature is available on StudyNet (relevant date: last seminar meeting).

Please note

Please note that only this fact sheet and the examination schedule published at the time of bidding are binding and takes precedence over other information, such as information on StudyNet (Canvas), on lecturers' websites and information in lectures etc.

Any references and links to third-party content within the fact sheet are only of a supplementary, informative nature and lie outside the area of responsibility of the University of St.Gallen.

Documents and materials are only relevant for central examinations if they are available by the end of the lecture period (CW51) at the latest. In the case of centrally organised mid-term examinations, the documents and materials up to CW 42 are relevant for testing.

Binding nature of the fact sheets:

- Course information as well as examination date (organised centrally/decentrally) and form of examination: from bidding start in CW 34 (Thursday, 24 August 2023);
- Examination information (supplementary aids, examination contents, examination literature) for decentralised examinations: in CW 42 (Monday, 16 October 2023);
- Examination information (supplementary aids, examination contents, examination literature) for centrally organised mid-term examinations: in CW 45 (Monday, 06 November 2023);
- Examination information (regulations on aids, examination contents, examination literature) for centrally organised examinations: two weeks before the end of the de-registration period in CW 45 (Monday, 06 November 2023).