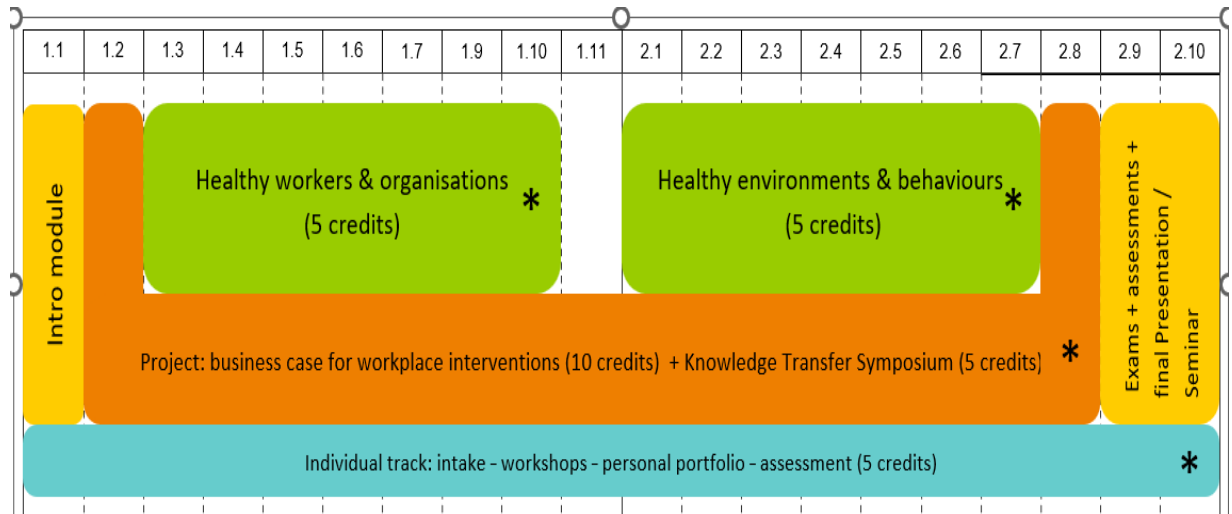




**MINOR HEALTHY WORKPLACE | COURSE OUTLINE  
SEMESTER ONE**

**Erik Schutte**  
**Coordinator Minor HWP**  
**[d.schutte@pl.hanze.nl](mailto:d.schutte@pl.hanze.nl)**  
**+31505952016**

## SEMESTER OVERVIEW



**TN: this minor will be offered in semester 1 (autumn semester) only (September 1<sup>st</sup> – January 31<sup>st</sup>)**

## PROJECT: Business Case for Healthy Workplace interventions

Worldwide, organizations are starting to take the health and wellbeing of their knowledge workers seriously. This is increasingly important for optimizing productivity, sustaining employability, and attracting and retaining talent. With regard to physical activity, relaxation, nutrition, and indoor climate, both problems and solutions can be found within the daily workplace. An innovative, interdisciplinary approach is needed to create the healthy workplace of the future.

The Minor Healthy Workplace brings students from different educational backgrounds and countries together. Real Estate Management, Human Resources Management, and Facilities Management are fundamental disciplines. The program is built around a challenging practice-based project. You will learn to prepare a solid business case for implementing health-promoting workplace interventions for a company involved. This particular skill is very much wanted by employers hiring internal and external workplace consultants and managers.

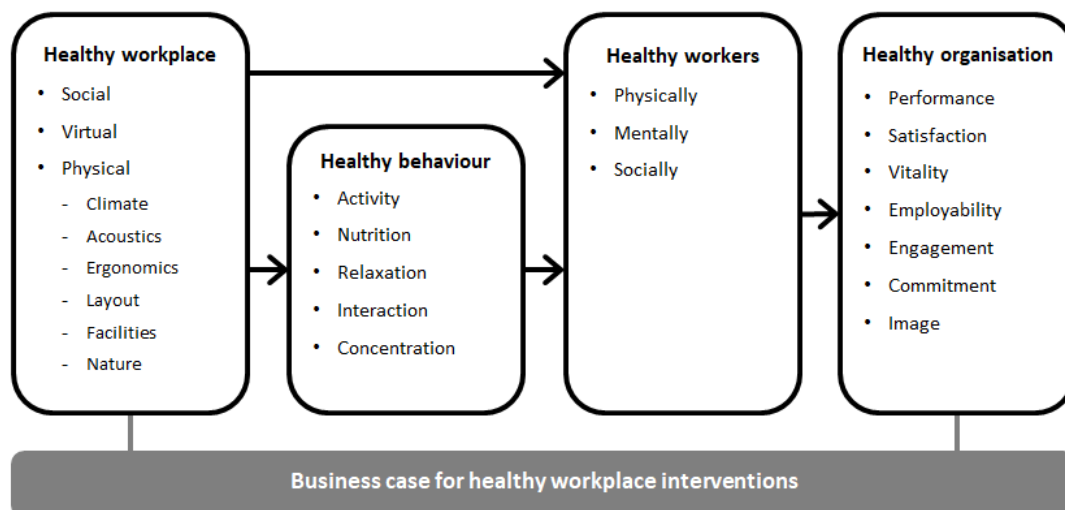


Exhibit 1: Building a business case

## KNOWLEGDE TRANSFER SEMINAR

Students will organise an interactive symposium for sharing knowledge with lecturers, students, clients, and others invited. During this event students will present their results of their business cases, inform, and maybe educate the attendances.

## INDIVIDUAL TRACK PORTFOLIO

| MINOR HWP INDIVIDUAL TRACK PORTFOLIO |  |    |  |
|--------------------------------------|--|----|--|
| P1                                   | Quantified Self (QS)                             | P2 | Workplace Mindfulness (WPMF)                     |
| P1                                   | Contemporary Issues in Healthy Workplace (CIHWP) | P2 | Contemporary Issues in Healthy Workplace (CIHWP) |
| Reflection + Logbook                 |  |    |  |

QS: workshops + presentation

WPMF: workshops

CIHWP: self-study, coach meetings on request

During this individual track students will provide a portfolio on the following subjects:

- Quantified Self
- Workplace Mindfulness
- Contemporary Issues in Healthy Workplaces
  - o Reflection
- Logbook

### Quantified Self

Students receive information about the Quantified Self during the first session, while in the second session they will start setting up a Quantified Self experiment. Students are working individually to determine a direction that is supportive to them, as long as it concerns their own health. To measure their progress, they can use pen and paper, apps or wearables (which they can

borrow from your lecturer (IWP Healthy Workplace). The second meeting is supportive of setting up a good self-experiment, structuring and receiving feedback on their approach. The last meeting is aimed at presenting the personal findings (the outcomes).

Output for your portfolio in one document:

- Describe your reason for this experiment
- Describe your goals and argue why you set these goals
- Describe the method of your experiment (and why you used this measurement tool)
- Visualize your results and analyze your findings
- Reflect on your project (discussion/limitations)

More details will be provided during the workshops in P1

### **Workplace Mindfulness**

Workplace Mindfulness will weekly deal with training of the following attitudes:

1. Non-judging;
2. Trust;
3. Acceptance;
4. Letting go;
5. Gratitude
6. Generosity;
7. Patience;
8. Beginners mind;
9. Non-striving.

### **Contemporary Issues in Healthy Workplaces**

Students will provide a collection of a relevant variety of sources (within the realm of HWP) to identify and analyze the key terminology, theory, concepts, and trends related to HWP and assess the impact on workplace environment and workplace behavior from academic papers from relevant journals as well as current affairs.

Students have to collect 6 sources relevant to healthy workplaces in a broad range. Students could use any (kind of) source(s) like e.g. articles, journals, academic papers, academic literature, documentaries, textbooks, etc. You could even consider a particular theme such as nudging, productivity in healthy workplaces, applications of healthy workplaces, healthy workplace environment, healthy workplace behavior, employee satisfaction in healthy workplaces, and so forth.

### **Reflection assignment**

Reflection has many facets. For example, reflecting on work enhances its meaning. Reflecting on learning experiences encourages insight and complex learning.

### **Logbook**

In this part students will monitor their activities weekly by providing a brief description of these activities conducted.

## **HEALTHY WORKERS AND ORGANISATIONS**

This course aims at healthy workplaces from a HRM perspective and will discuss items like vitality, employability, workability, workload, balance, resilience, physical and mental health in de workplace. Interventions possible and applicable will be evaluated for improvement of the worker's and organisation's health.

## **HEALTHY ENVIRONMENT AND BEHAVIOR**

This course presents a review of the health and comfort indicators for indoor environment in buildings. It is the objective to provide an overview and a complete list of performance indicators for health and comfort, which can be applicable in a performance indicator framework for the assessment of building performance. The specific objective is to provide a review of health and comfort related to Healthy Buildings. The following topics will be covered: building interior, building layout, indoor environmental conditions (acoustic comfort, visual comfort, indoor air quality, quality of drinking water, and thermal comfort), materials, and workplace nudging.

## CODES AND ECTS

| <b>Component Code</b> | <b>Component Title</b>                    | <b>Semester</b> | <b>Number of ECTS</b> |
|-----------------------|---|-----------------|-----------------------|
| VMVM8PBCWI            | Business Case for Workplace Interventions | Autumn          | 10                    |
| VMVM8HWO              | Healthy Workers & Organisations           | Autumn          | 5                     |
| VMVM8HEB              | Healthy Environment & Behaviors           | Autumn          | 5                     |
| VMVM8PEP              | Personal Portfolio (Individual Track)     | Autumn          | 5                     |
| VMVM8KTS              | Knowledge Transfer Symposium              | Autumn          | 5                     |
|                       |   |                 | Total: 30             |