

MOD 9: Well-Being at Work

This module examines the connections between organisational structure and the wider world of work in a commercial context. It highlights the factors and trends, including the digital environment, that impact on business strategy and workforce planning, recognising the influence of culture, employee wellbeing and behaviour in delivering change and organisational performance. (5C009)

a. Topics Covered

1. Evaluate issues and key theories in well-being at work. (1.1)
2. Managing well-being to support organisational goals and assessing its value. (1.2) (1.3)
3. The contribution of stakeholder and how organisational context shapes wellbeing. (2.1) (2.3)
4. How well-being interacts with other people management practices. (2.2)
5. Designing a well-being programme relevant to the organisation. (3.1) (3.2)
6. Implementing, evaluating, and monitoring a well-being programme. (3.3) (3.4)

b. Learning Outcomes

- Evaluate issues and key theories in well-being at work. (1.1)
- Explain how well-being can be managed to support organisational goals. (1.2)
- Assess the value of adopting well-being practices in organisations. (1.3)
- Identify how key stakeholders can contribute to improvements in well-being at work. (2.1)
- Explain how well-being interacts with other areas of people management practice. (2.2)
- Analyse how organisational context shapes well-being. (2.3)
- Explore wellbeing initiatives in relation to an organisation's needs. (3.1)
- Design a well-being programme relevant to the organisation. (3.2)
- Explain how you would implement a well-being programme suitable for the organisation. (3.3)

- Explain how a well-being programme can be evaluated and monitored.
(3.4)

c. Assessment

PENDING ASSIGNMENT ADVICE FROM CIPD