



Faculty: FACULTY OF TELECOMMUNICATIONS AND MANAGEMENT

Department: INFORMATION TECHNOLOGY

Professional Field: COMMUNICATION AND COMPUTER EQUIPMENT

Specialty: CYBERSECURITY IN BUSINESS

Educational-qualification degree: BACHELOR

LEARNING COURSE DESCRIPTION

1. Course title: WORK AND STRESS MANAGEMENT

2. Course code: B.47.059.2

3. Type of the course: Elective

4. Level: Bachelor

5. Year of study: Fourth

6. Semester: Eight

7. Number of credits: 4

8. Name of the lecturer: Assoc. Prof. Ivaylo Tsvetanov Stoyanov, PhD

9. Course learning outcomes:

The aim of the course is to give students a systematic knowledge of basic working conditions in an organizational environment and opportunities for occupational stress management.

Students who have completed their training in the discipline must acquire:

Basic knowledge of working conditions and occupational stress.

Practical skills for diagnosing the conditions of the working environment, opportunities for adapting the human factor to them and managing occupational stress.

Competences: After completing the course, students should be able to diagnose favorable and unfavorable working environment conditions, their impact on human physiology and psychology, opportunities to avoid occupational stress and create a suitable work environment.

10. Teaching methods:

The material is presented in the form of a theory, which is accompanied by examples from business practice. Significant attention is paid to discussions, examples and practical cases related to working conditions in organizations and occupational stress management.

11. Prerequisites:

Students should have in-depth knowledge of Fundamentals of Economics, Business Leadership, Fundamentals of Management, Human Factors and Engineering Environment, Managing Human Resource Differences, Managing Human Resource Professional Development, Human Resource Management.

Courses using the discipline are included in the Curriculum of the Master's Degree.

12. Course contents:

The course deals with current topics related to diagnosing working conditions in the organizational environment, their impact on work capacity, physical and mental health of the human factor in the organization, opportunities for diagnosing and managing stressors in the work environment, guidelines for overcoming stress and well-being of people in the organization.

13. Bibliography

Basic literature:

1. **Стоянов, И.** Стресът в организационна среда. Управленски аспекти. Библиотека „Стопански свят“, Издание на СА „Д. А. Ценов“ – Свищов, бр. 118, 2012.
2. **Beehr, T., Newman, J.** Job stress, employee health and organizational effectiveness: A faced analysis, model and literature review. // Personnel Psychology, 1978, Vol. 31, pp. 665-699.
3. **Bartlett, D.** Stress: Perspectives and processes. Open University Press Publishing, 1998.
4. **Cooper, C., Dewe, P., O'Driscoll, M.** (Eds), Organizational Stress: A Review and Critique of Theory, Research and Applications. Sage Publishing, 2001.
5. **Cox, T., Leather, P., Cox, S.** Stress, health and organizations. // Occupational Health Review, 1990, Vol. 23, pp. 13-18.
6. **Fisher, S.** Stress and Strategy. Lawrence Erlbaum Publishing, 1986.
7. **Khan, R.** Work and Health. John Wiley and Sons Publishing, 1981.
8. **Lazarus, R., Folkman, S.** Stress, Coping and Appraisal. Springer Publishing, 1984.

Additional literature:

1. **Burns, R.** Coping with Stress. Miller Longman Publishing, 1988,
2. **Cox, T.** The nature and measurement of stress. // Ergonomist, 1985, Vol. 28, pp. 1115-1163.
3. **Dewe, P.** Measuring work stressors: The role of frequency, duration and demand. // Work and Stress, 1991, Vol. 5, pp. 77-91.
4. **Hobfoll, S.** Stress, Culture and Community: The Psychology and Philosophy of Stress. Plenum Publishing, 1998.
5. **Warr, P.** Work Unemployment and Mental Health. Oxford University Press Publishing, 1987.

14. Assessment methods and criteria:

The course ends with an *ongoing assessment*. The student's individual and team work is taken into account during the semester - ongoing control during lectures and seminars.

1. Requirements for forming the six-point rating system

The course grade is formed by a point system, the maximum number of points students can receive is 100 (see Table 1). They are formed by one practical assignment, developed in a team of several students, assigned by the lecturer of the course (according to the topics of the syllabus) and two assignments in the seminars - presentation of course work (at the choice of the student from the specified directions, ie topics and a practice for learning. With the assessment that is formed by the resulting sum of points (from lectures and exercises), ie. with ongoing control, the student is formed according to pre-announced criteria.

2. Formation of the final assessment

Forming an assessment in the training course at each of the above stages, according to the points obtained and their ranking according to the six-point system is given in Table 1.

Table 1.

Number of points	Assessment According to the 6-point Scale System
0 – 20	Fail 2 (F)
20 – 39	Fail 2 (FX)
40 – 49	Satisfactory 3.00 (E)
50 – 59	Satisfactory 3.00 (D)
60 – 69	Good 4.00 (C)
70 – 84	Very good 5.00 (B)
85 – 100	Excellent 6.00 (A)

15. Language of instruction: Bulgarian/English