

**WILMINGTON UNIVERSITY
COLLEGE OF BUSINESS
BASIC COURSE INFORMATION**

COURSE TITLE: Mental Health in the Workplace

COURSE NUMBER: HRM 369

PRE-REQUISITE(S): None

COURSE DESCRIPTION:

This course provides an overview of the importance of good mental health and wellbeing in the workplace. The course reviews the ways that the HR function in an organization can assist employees and managers in understanding mental health and how to strategically promote mental wellbeing in the workplace.

MAJOR INSTRUCTIONAL GOALS:

GOAL A:

The student will be able to explain the importance of mental health and its impact on businesses and employees

Learning performance.

A-3 Analyze the potential business benefits of a well-being strategy

A-4 Summarize the legal and ethical considerations of managing mental health and promoting a well-being strategy in the workplace.

GOAL B:

The student will be able to examine the changing workplace environment and HR's role for improved wellbeing.

Learning Objectives: The student will:

B-1 Discuss the appropriate policies, processes, and strategies for promoting mental health well-being in the workplace.

B-2 Summarize the best practices on managing staff experiencing mental ill health.

- B-3 Examine the best practices for dealing with employee stress and anxiety.
- B-4 Explain the role of Employee Assistance Programs in promoting mental health well-being in the workplace.