



Curriculum - 2017

BBA Hons (Human Resource Management) Degree Program

Faculty of Management and Finance

University of Ruhuna

HRM 32423: Workplace Counseling

Level: 3000

Number of Credits : 03

Course Description

Workplace counseling is concerned with assisting employees to manage psychological problems and difficulties in the workplace. This course provides knowledge and skills on concepts, theories, models and practices of workplace counseling.

Intended Learning Outcomes

At the end of the course, the student will be able to;

- Explain the concepts, theories and techniques of workplace counseling,
- Discuss the importance of workplace counseling,
- Recognize ethical concerns in workplace counseling,
- Counsel employees to deal with psychological problems and difficulties.

Teaching/Learning Methods

Lectures, group discussions, role plays, workshops and site visits

Methods of Assessment

In-course Assessments	: 30%
End Semester Examination	: 70%

Course Contents

1. Introduction to workplace counseling
2. The history of workplace counseling
3. Models of workplace counseling
4. Abnormal behaviors and stress
5. Techniques of counseling
6. Counselor: Person and Professional
7. Setting up counseling in the workplace
8. Ethical issues in workplace counseling
9. Impact of workplace counseling on organizations
10. Workplace counseling trends and debates

Recommended Readings

1. Nystul M.S., (2015) Introduction to Counselling: An Art and Science Perspective, (5th Ed), SAGE Publications.
2. Singh K., (2015) Counseling skills for managers. (2nd Ed) India: PHI learning pvt ltd
3. Brown, S.D. & Lent, R.W. (2008). Handbook of Counselling Psychology. (4th Ed), USA: John Wiley and sons.