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Master's Programme

Master Specialisation Work & Organisational Psychology

Faculty of Psychology and Neuroscience

Work Psychology

Full course description

This course focuses on people at work in organisations. It will provide answers to questions as 'Why do people work?', 'How do people work?' or 'How does work affect worker health and well-being?'. These questions will be addressed by discussing theories of work behaviour, job satisfaction, commitment, work and health, or work-life balance. Using this knowledge it will be discussed how jobs can (or should) be changed, to optimise individual performance and the well-being of the job incumbent. At the end of this course students should be able to provide answers to questions as: What are the consequences of unemployment? Does job satisfaction increase performance or does performance cause more job satisfaction? How can health and well-being be fostered in organizations?

Course objectives

Knowledge of: Psychological meaning of work, job attitudes, job design, health and well-being, emotional labour, work-life balance.

PSY4021

Period 1

4 Sep 2017

27 Oct 2017

[Print course description](#)

ECTS credits:

5.0

Instruction language:

English

Coordinator:

- [U.R. Hülshager - Brülls](#)

Teaching methods:

Lecture(s), PBL

Assessment methods:

Written exam, Attendance

Keywords:

Work behaviour, job design, job satisfaction, emotional labour

Faculty of Psychology and Neuroscience

Practical Training: Occupational Health Audit

Full course description

In this practical training, students will apply theories of occupational health psychology. Focusing on a specific occupation (e.g. wait staff, nursing staff), students will analyse general work characteristics and work demands and identify threats to health and well-being in that occupation. Furthermore, they will delineate interventions that may address these health threats. Results are described in a group report.

Course objectives

Knowledge of: Job analysis; methods to assess work stress; workplace health interventions.

PSY4121

Period 1

4 Sep 2017

27 Oct 2017

[Print course description](#)

ECTS credits:

0.0

Instruction language:

English

Coordinator:

- [U.R. Hülshager - Brülls](#)

Teaching methods:

Lecture(s), Training(s)

Assessment methods:

Attendance, Final paper

Keywords:

job demands, work stress, workplace health interventions

Faculty of Psychology and Neuroscience

Human Resources

Full course description

People are the core of organisations. They set the goals, plan, design, organise and carry out the work and run the business. To gain competitive advantage, organisations need to find, develop, and retain the best possible employees. In this course, students will reflect upon psychological research and theories that may contribute to human resource management practices in organisations. The practices discussed in this course are job analysis, selection and recruitment, training, performance appraisal and management, professional and career development, talent management, compensation and employee relations. Students will learn that, use of a strategic approach to human resource management, means that the practices listed above need to be coordinated to achieve organisational goals, since they form sequential, but interdependent steps in employing personnel in an organisation. The organisational goals therefore need to be translated into criteria for employee

Master Psychology Specialisation Work & Organisational Psychology

behaviour, attitudes, and performance. Subsequently, instruments need to be selected or developed to measure whether the criteria are met. This course discusses methods for setting and testing these criteria and for improving organisational performance. In this way students learn to reflect on the usefulness of Human Resource Management (HRM) practices.

The course aims to connect research, theory and practice. Therefore, students must apply their knowledge to specific problems and complete assignments whilst using and discussing real-life examples of HRM practices. In addition, students gain insight into the field of Work and Organisational Psychology and HRM by interviewing professionals in the field in their practical training and by sessions organised by an HRM consultancy. In these sessions, they gain hands-on experience with assessment instruments and techniques used in selection processes and personnel development.

Course objectives

Knowledge of:

Human resource management practices, job analysis, personnel selection, assessment, recruitment, training, training evaluation, performance appraisal, performance management, continuous professional development, workplace learning, career development, career success, employability, compensation, performance-based pay, employee relations, talent management, retention, system view, strategic human resource management, evidence-based practice, HRM performance.

PSY4022

Period 1

4 Sep 2017

27 Oct 2017

[Print course description](#)

ECTS credits:

5.0

Instruction language:

English

Coordinators:

- [M.W.J. van de Wiel](#)
- [A.L.T. Walkowiak](#)

Teaching methods:

Assignment(s), Lecture(s), PBL, Presentation(s), Working visit(s)

Assessment methods:

Final paper, Written exam, Attendance

Keywords:

Human resource management practices, Job analysis, selection and recruitment, Training, performance appraisal and management, professional and career development, compensation, employee relations

Faculty of Psychology and Neuroscience

Practical Training: What is it like to be a Work and

Organisational Psychologist?

Full course description

Students familiarise themselves with the profession of a work and organisational psychologist by studying literature and documents on the competences required in work and organisational psychology and by interviewing a subject matter expert (SME) about his or her job. Based on these documents and the job analysis literature, students prepare the interview, analyse the data and report their findings in a job description and job/person specification. Students also reflect on their own interviewing skills. The whole process is described in a report. Students briefly present their findings in an interactive session, and share with each other information on a variety of jobs that they may aspire to in the field of work and organisational psychology.

Course objectives

Knowledge of and practical experience with: Job analysis, job description, person specification, interviewing, the work of work and organisational psychologists.

PSY4122

Period 1

4 Sep 2017

27 Oct 2017

[Print course description](#)

ECTS credits:

0.0

Instruction language:

English

Coordinators:

- [A.L.T. Walkowiak](#)
- [P.T.J. Nelissen](#)

Teaching methods:

Paper(s), Presentation(s), Training(s)

Assessment methods:

Attendance, Final paper

Keywords:

Job analysis, interviewing, job description, person specification, work and organisational psychology
Faculty of Psychology and Neuroscience

Organisation and Cognition

Full course description

To what extent can cognitive constructs and theories help us understand organisational behaviour? This course will focus on the interface of cognitive and organisational psychology and on two major perspectives which organisations and their members appear to take. By using an interpretive perspective, organisations and their members try to understand how organisational realities are constructed. This perspective allows us to make sense of events and, eventually, to set new goals or

adapt existing goals. A second perspective focuses on how people and organisations select actions that lead to current (organisational) goals. This perspective is exemplified by behavioural decision research.

Issues that will be addressed include: entrepreneurial cognition leadership, and strategic decision making; power, leadership and organisational justice; team cognition and team performance; creativity, innovation and knowledge management; trust, conflict and negotiation; and change management, organisational culture and cross cultural differences. Selected problems will provide student with insight into the field of aviation (e.g. low-fare market strategies, cockpit crew resource management, union disputes, cultural differences and airline alliances).

Course objectives

Knowledge of:

Entrepreneurial behaviour, entrepreneurial cognition, strategic decision making, strategic management, power, leadership, complexity leadership, team behaviour, transactive memory, team composition, team mental models, knowledge management, innovation, creativity, group creativity, multi-level analysis, survey methods, conflict management, negotiation, negotiator cognition, trust, organisational justice, organisational culture, cross cultural differences, humanitarian work psychology, change management.

PSY4023

Period 2

30 Oct 2017

22 Dec 2017

[Print course description](#)

ECTS credits:

5.0

Instruction language:

English

Coordinator:

- [H.T.H. Fonteijn](#)

Teaching methods:

Assignment(s), Lecture(s), PBL, Presentation(s), Skills, Training(s)

Assessment methods:

Presentation, Written exam, Attendance

Keywords:

strategy, leadership, power, team cognition, negotiation, change management

Faculty of Psychology and Neuroscience

Practical Training: Conflict Management

Full course description

In this training students will become familiarised with various issues in conflict management and negotiation. The practical training consists of exercises that confront students with organisational conflicts and provide experience with methods for resolving them. Through several role-playing exercises students will be given opportunities to: examine ways of managing task-related conflict; to

heighten awareness of personal responses when other people's motives are in question; to experience how personal attitudes can obstruct the negotiation process and uncover deeper issues beneath surface facts; and to recognise and avoid unproductive communicative behaviour.

Course objectives

Knowledge of: Conflict management and negotiation techniques and skills in applying them.

PSY4124

Period 2

30 Oct 2017

22 Dec 2017

[Print course description](#)

ECTS credits:

0.0

Instruction language:

English

Coordinator:

- [H.T.H. Fonteijn](#)

Teaching methods:

Assignment(s), Presentation(s), Work in subgroups

Assessment methods:

Attendance

Keywords:

conflict management, negotiation, role playing

Faculty of Psychology and Neuroscience

Human Performance

Full course description

This course focuses on the factors that affect employee performance in their work environment. Students will study topics belonging to three related themes. The first theme covers effort regulation, motivation and includes the setting and achievement of goals as the influential aspects of performance motivation. The second theme concerns the often neglected difference between static and dynamic performance and the effect of potential and actual interruptions on the work flow. The third theme covers citizenships and counterproductive behaviour in the workplace, and the construct climate. Students will develop an understanding of these three themes with a focus on the underlying models and theories, and the employed methodologies and measurement instruments.

Course objectives

Knowledge of: Motivation, self-efficacy, social cognitive theory, goal setting theory, effort, mental resources, resource models, self-regulation of emotion and effort allocation, static and dynamic performance, interruptions repeated measures approach, general mental ability, personality, helpful and counterproductive intentions and behaviour, psychological and organizational climate, person-centered and multilevel constructs and analysis.

PSY4024

Period 2

30 Oct 2017

22 Dec 2017

[Print course description](#)

ECTS credits:

5.0

Instruction language:

English

Coordinator:

- [T. Otto](#)

Teaching methods:

Lecture(s), Paper(s), PBL, Research

Assessment methods:

Written exam, Attendance

Keywords:

Motivation, goal setting, effort regulation, dynamic performance, Interruptions, counterproductive work behaviour, organizational citizenship behaviour, climate

Faculty of Psychology and Neuroscience

Practical Training: Data Analyses

Full course description

Students will study existing datasets and will characterise the presented variables in terms of measurement scales. They will also formulate hypotheses regarding possible relationships between variables and will suggest appropriate tests. Students will report these ideas in concise, clear and comprehensive English.

This practical training prepares students for an advanced training course in the third period which is intended as part of the internship preparation. During this course, students train to analyse the same datasets are via appropriate statistical tests.

Course objectives

Student gain knowledge on:

- Description of variables,
- measurement scales,
- hypothesis formulation,
- relationships between variables,
- statistical tests

PSY4125

Period 2

30 Oct 2017

22 Dec 2017

[Print course description](#)

ECTS credits:

0.0

Instruction language:

English

Coordinator:

- [R.R.A. van Doorn](#)

Teaching methods:

Assignment(s), Lecture(s), Paper(s)

Assessment methods:

Attendance, Final paper

Keywords:

Methodology and statistical knowledge, hypothesis formulation

Internships

Research Internship

Faculty of Psychology and Neuroscience

Research Methods for Work and Organisational Psychologists

Full course description

To prepare students for the research internship and to write their proposal and thesis, they must attend a series of lectures and practicals. Via these sessions they will acquire knowledge on research methods and statistical techniques in work and organisational psychology research. In addition, they will learn more about gaining access to organisations for data collection, and will discover how to plan their research project.

Course objectives

Students gain knowledge on:

- Observational methods, survey methods, experimentation, self-reports, questionnaire design and analysis
- various statistical techniques, such as regression (mediation and moderation analyses), multilevel analysis, and meta-analysis.

PSY4094

Period 3

8 Jan 2018

6 Apr 2018

[Print course description](#)

ECTS credits:

0.0

Instruction language:

English

Coordinator:

- [R.R.A. van Doorn](#)

Teaching methods:

Assignment(s), Lecture(s), Research

Assessment methods:

Attendance

Keywords:

Methodology, statistics, setting up a research project

Faculty of Psychology and Neuroscience

Research Proposal

Full course description

Part of the second semester of the one-year master's programme (from period 3 onwards) covers planning and conducting a research internship (research project). Under supervision, students first write a proposal for the intended research. After the proposal is approved, students commence the research and complete the master's programme by writing the thesis.

Each student has two supervisors who both assess the research proposal and the thesis. At least one of these assessors is a (senior) researcher at the Faculty of Psychology and Neuroscience (FPN).

Students are referred to www.askpsy.nl for detailed information on and criteria for the WOP research internships.

Course objectives

Students:

- write a proposal;
- conduct a supervised research project;
- report of the research results via a master's thesis.

Prerequisites

Students can only start the Research Internship when they have obtained at least 8 credits of the compulsory courses in periods 1 and 2. In addition. Some Research Internships may require the completion of practical or skills training(s).

PSY4093

Year

8 Jan 2018

31 Aug 2018

[Print course description](#)

ECTS credits:

5.0

Instruction language:

English

Coordinator:

- [R.R.A. van Doorn](#)

Teaching methods:

Assignment(s), Paper(s), Research, Skills

Assessment methods:

Attendance, Final paper, Observation, Participation

Keywords:

proposal, internship, research, master's thesis

Faculty of Psychology and Neuroscience

Research Internship Graded

Full course description

Part of the second semester of the one-year master's programme (from period 3 onwards) covers planning and conducting a research internship (research project). Under supervision, students first write a proposal for the intended research. After the proposal is approved, students commence the research and complete the master's programme by writing the thesis.

Each student has two supervisors who both assess the research proposal and the thesis. At least one of these assessors is a (senior) researcher at the Faculty of Psychology and Neuroscience (FPN).

Students are referred to www.askpsy.nl for detailed information on and criteria for the WOP research internships

Course objectives

Students:

- write a proposal;
- conduct a supervised research project;
- report of the research results via a master's thesis.

Prerequisites

Students can only start the Research Internship when they have obtained at least 8 credits of the compulsory courses in periods 1 and 2. In addition. Some Research Internships may require the completion of practical or skills training(s).

PSY4076

Year

8 Jan 2018

31 Aug 2018

[Print course description](#)

ECTS credits:

10.0

Instruction language:

English

Coordinator:

- [R.R.A. van Doorn](#)

Teaching methods:

Assignment(s), Paper(s), Research, Skills

Assessment methods:

Attendance, Final paper, Observation, Participation

Keywords:

proposal, internship, research, master's thesis

Faculty of Psychology and Neuroscience

Research Internship Ungraded

Full course description

Part of the second semester of the one-year master's programme (from period 3 onwards) covers planning and conducting a research internship (research project). Under supervision, students first write a proposal for the intended research. After the proposal is approved, students commence the research and complete the master's programme by writing the thesis.

Each student has two supervisors who both assess the research proposal and the thesis. At least one of these assessors is a (senior) researcher at the Faculty of Psychology and Neuroscience (FPN).

Students are referred to www.askpsy.nl for detailed information on and criteria for the WOP research internships.

Course objectives

Students:

- write a proposal;
- conduct a supervised research project;
- report of the research results via a master's thesis.

Prerequisites

Students can only start the Research Internship when they have obtained at least 8 credits of the compulsory courses in periods 1 and 2. In addition. Some Research Internships may require the completion of practical or skills training(s).

PSY4077

Year

8 Jan 2018

31 Aug 2018

[Print course description](#)

ECTS credits:

7.0

Instruction language:

English

Coordinator:

- [R.R.A. van Doorn](#)

Teaching methods:

Assignment(s), Paper(s), Research, Skills, Working visit(s)

Assessment methods:

Attendance, Final paper, Observation, Participation

Keywords:

proposal, internship, research, master's thesis

Thesis

Master's Thesis

Faculty of Psychology and Neuroscience

Master's Thesis

Full course description

Part of the second semester of the one-year master's program (from period 3 onwards) covers planning and conducting a research internship (research project). Under supervision, students first write a proposal for the intended research. After the proposal is approved, students commence the research and complete the master's program by writing the thesis.

Each student has two supervisors who both assess the research proposal and the thesis. At least one of these assessors is a (senior) researcher at the Faculty of Psychology and Neuroscience (FPN).

Students are referred to www.askpsy.nl for detailed information on and criteria for the WOP research internships.

Course objectives

Students:

- write a proposal;
- conduct a supervised research project;
- report of the research results via a master's thesis.

Prerequisites

Students can only start the Research Internship when they have obtained at least 8 credits of the compulsory courses in periods 1 and 2. In addition. Some Research Internships may require the completion of practical or skills training(s).

PSY4099

Year

8 Jan 2018

31 Aug 2018

[Print course description](#)

ECTS credits:

8.0

Instruction language:

English

Coordinator:

- [R.R.A. van Doorn](#)

Teaching methods:

Assignment(s), Paper(s), Research, Skills

Assessment methods:

Attendance, Final paper, Observation, Participation

Keywords:

proposal, internship, research, master's thesis

Faculty of Psychology and Neuroscience

Master's Thesis

Full course description

The second part of the one-year master's program (from period 3 onwards), is devoted to conducting a research internship that involves 1) writing of a research proposal, and preparing and planning of the research project, 2) conducting the research project, and 3) analyzing the results of the research project. This work will result in an individually written 4) master's thesis. Step 1 will be done in period 3, steps 2 to 4 from period 4 onwards.

The internship can be carried out at Maastricht University, at an external research institute or at other, more practically oriented institutions. In all cases, a student's research proposal and master's thesis will be evaluated by two assessors. At least one of these assessors is a staff member at the Faculty of Psychology and Neuroscience (FPN). The other assessor can be an external researcher. One of the assessors must hold a PhD, the other can be a PhD candidate.

Information about research internships offered by faculty members can be found on AskPsy > Curriculum > internships/ stages.

Each specialisation has its own internship coordinator:

Psychology and Law: Kim van Oorsouw,

Phone (043) 38 84050, 40 Universiteitssingel East, Room 3.767,

Email: k.vanoorsouw@maastrichtuniversity.nl

Health and Social Psychology:

Master Psychology Specialisation Work & Organisational Psychology

Sandra Mulkens:

Phone (043) 38 84052, 40 Universiteitssingel East, Room 3.755, Email:
s.mulkens@maastrichtuniversity.nl

Loes Kessels:

Phone (043) 3882105, 40 Universiteitssingel East, Room 4.747,

Email: lte.kessels@maastrichtuniversity.nl

Work and Social Psychology: Robert van Doorn,

Phone (043) 38 81926, 40 Universiteitssingel East, Room 4.731,

Email: r.vandoorn@maastrichtuniversity.nl

Developmental Psychology: Hans Stauder,

Phone (043) 38 81933, 55 Oxfordlaan, Room 2.009,

Email: h.stauder@maastrichtuniversity.nl

Cognitive Neuroscience: Amanda Kaas,

Phone (043) 38 82172, 55 Oxfordlaan, Room 2.019,

Email: a.kaas@maastrichtuniversity.nl

Neuropsychology: Esther Keulers,

Phone (043) 38 82932, 40 Universiteitssingel East, Room 2.755, Email:
esther.keulers@maastrichtuniversity.nl

Course objectives

Knowledge of: Conducting a supervised empirical research project and summarising this research in a master's thesis.

Prerequisites

The Research Internship can only be started when at least 8 credits of the compulsory courses have been obtained of the modules offered in periods 1 and 2. Furthermore, the research proposal must be assessed as sufficient by both assessors and must be ethically approved before the start. In addition:

- Certain Research Internships may require that practical or skills training(s) have been completed.

PSY4091

Year

5 Feb 2018

31 Aug 2018

[Print course description](#)

ECTS credits:

10.0

Instruction language:

English

Coordinators:

- [R.R.A. van Doorn](#)
- [G.C. Kraag](#)
- [A.A.N. Mulkens](#)

Teaching methods:

Assignment(s), Paper(s), Research, Skills, Working visit(s)

Assessment methods:

Attendance, Final paper, Observation, Participation

Keywords:

Academic skills, Internship, Research, Research proposal, master's thesis

Skills

Professional Skills Training

Faculty of Psychology and Neuroscience

Professional Skills

Full course description

This course offers students an opportunity to practice professional skills in either a simulated or a real-life setting. It intends to stimulate further development of the primary competences of a work and organisational psychologist (e.g., competences related to needs analysis, goal setting, assessment, development and intervention design, evaluation, and communication). To achieve this, a series of assignments and workshops is scheduled over an eight-week period commencing in January. Assignments and workshops focus on needs assessment, document analysis, goal setting, reporting, interviewing, and presenting. In addition, activities highlight 21st century skills required to enhance employability of graduates in a world that seeks new ways of working.

Students may opt to engage in an eight-week practical internship as an alternative for the skills training. This practical internship should take place in the same period as the internal workshops. Prior to the start of a practical internship, students will submit a brief proposal listing details of the host institution and activities that will be performed. The coordinator will decide whether the proposed practical internship will meet the requirements of the course.

Whether students opt for a practical internship, or for a series of professional skills training activities, they are required to submit a final activity report. In the activity report, students reflect on how their professional skills have improved. The report should also contain evidence to demonstrate that the student has worked on the compulsory assignments.

Course objectives

Knowledge of:

The work environment of a work and organizational psychologist. Further development of professional skills (needs analysis, document analysis, goal setting, assessment, intervention design, presenting, reporting, selfdirection).

PSY4096

Period 3

8 Jan 2018

6 Apr 2018

[Print course description](#)

ECTS credits:

8.0

Instruction language:

English

Coordinator:

- [G.J.A.M.L. Uitdewilligen](#)

Teaching methods:

Assignment(s), Paper(s), Patientcontact, Skills, Training(s), Working visit(s)

Assessment methods:

Attendance, Final paper, Observation

Keywords:

Professional training, professional practice, practical research, client contact

Faculty of Psychology and Neuroscience

Activity Report

Full course description

This course offers students an opportunity to practice professional skills in either a simulated or a real-life setting. It intends to stimulate further development of the primary competences of a work and organisational psychologist (e.g., competences related to needs analysis, goal setting, assessment, development and intervention design, evaluation, and communication). To achieve this, a series of assignments and workshops is scheduled over an eight-week period commencing in January. Assignments and workshops focus on needs assessment, document analysis, goal setting, reporting, interviewing, and presenting. In addition, activities highlight 21st century skills required to enhance employability of graduates in a world that seeks new ways of working.

Students may opt to engage in an eight-week practical internship as an alternative for the skills training. This practical internship should take place in the same period as the internal workshops. Prior to the start of a practical internship, students will submit a brief proposal listing details of the host institution and activities that will be performed. The coordinator will decide whether the proposed practical internship will meet the requirements of the course.

Whether students opt for a practical internship, or for a series of professional skills training activities, they are required to submit a final activity report. In the activity report, students reflect on how their professional skills have improved. The report should also contain evidence to

demonstrate that the student has worked on the compulsory assignments.

Course objectives

Knowledge of:

The work environment of a work and organizational psychologist. Further development of professional skills (needs analysis, document analysis, goal setting, assessment, intervention design, presenting, reporting, selfdirection).

PSY4097

Period 3

8 Jan 2018

6 Apr 2018

[Print course description](#)

ECTS credits:

2.0

Instruction language:

English

Coordinator:

- [G.J.A.M.L. Uitdewilligen](#)

Teaching methods:

Assignment(s), Paper(s), Patientcontact, Skills, Training(s), Working visit(s)

Assessment methods:

Attendance, Final paper, Observation

Keywords:

Professional training, professional practice, practical research, client contact