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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

Students are able to:

- explain and compare different theories on the meaning of work, job stress, job design, job attitudes, emotional labor, and work-life balance;
- apply this theoretical knowledge to understand and suggest solutions to work-related problems;
- understand and critically evaluate research methodologies used in research studies;
- propose optimal research designs to study research questions;
- present scientific articles to peers.

PSY4021

Period 1

3 Sep 2018

26 Oct 2018

[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

Students are able to:

- search for and acquire information on threats to occupational health and well-being of specific occupational groups;
- integrate this information and link it to theories of occupational health and well-being;
- propose and describe occupational health interventions to address these threats;
- work in a group and develop an informative, well-structured and concise report.

PSY4121

Period 1

3 Sep 2018

26 Oct 2018

[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 be successful, 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 (HRM) practices in organisations. The practices discussed in this course are job analysis, recruitment, personnel selection and assessment, training, performance appraisal and performance management, continuous professional development, career development, talent management, compensation, employee relations and employee retention. The 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 behaviour, attitudes, and performance. Subsequently, instruments need to be selected or developed to measure whether the criteria are met. Students will discuss how these criteria can be set and tested and how the usefulness of HRM practices can be evaluated to improve organisational performance.

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

- critically think about strategic human resource management and how the practices interact in a system view to achieve organisational goals;
- understand psychological research and theories related to the human resource management practices of job analysis, recruitment, personnel selection and assessment, training, performance appraisal and performance management, continuous professional development, career development, compensation, employee relations, talent management and employee retention in order to know how to design and evaluate these practices;
- apply psychological research and theories to these human resource management practices in line with an evidence-based approach to decision making;
- provide 360-degree feedback and self-assess tutorial group functioning on the basis of predefined criteria and reflect upon and discuss the outcomes to be able to improve in the next period.

PSY4022

Period 1

3 Sep 2018

26 Oct 2018

[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), Work in subgroups

Assessment methods:

Final paper, Written exam, Attendance, Assignment

Keywords:

Human resource management practices, Job analysis, selection and recruitment, Training, performance appraisal and management, professional and career development, compensation, employee relations, Talent Management, employee retention, strategic human resource management, evidence-based practice

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

- students are able to conduct a job-analysis using a semi-structured interview. Based on the interview, they are able to make a job description and person specification;
- furthermore, students are able to gain knowledge about the job of work and organizational psychologists;
- students are able to understand and have practical experience with Job analysis, job description, person specification, interviewing, the work of work and organisational psychologists.

PSY4122

Period 1

3 Sep 2018

26 Oct 2018

[Print course description](#)

ECTS credits:

0.0

Instruction language:

English

Coordinators:

- [A.L.T. Walkowiak](#)

- F.E.R.M. Nievelstein

Teaching methods:

Paper(s), Presentation(s), Skills

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 Intended Learning Outcomes or adapt existing Intended Learning Outcomes. A second perspective focuses on how people and organisations select actions that lead to current (organisational) Intended Learning Outcomes. 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

Students are able to

- summarize and explain current research findings on entrepreneurship, strategic management, leadership, creativity and innovation, change management, negotiation and conflict management, organizational justice, intercultural differences, and humanitarian work psychology;
- compare and contrast studies in organisational psychology;
- apply insights from teamwork literature while collaborating online with students abroad;
- contribute to group assignments that require generating a research or intervention proposal and producing educational materials on a humanitarian issue, thus promoting global citizenship;
- present scientific articles to peers.

PSY4023

Period 2

29 Oct 2018

21 Dec 2018

[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, Innovation, 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

Students can

- reflect on basic negotiation techniques;
- recognise and apply these basic techniques in (mock) negotiations

PSY4124

Period 2

29 Oct 2018

21 Dec 2018

[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 Intended Learning Outcomes 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 of 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

Students should be able to:

- read and understand literature that describes research related to the cognitive processes underlying the three core topics;
- understand and discuss the employed method and results of the empirical studies in the course literature;
- create a relationship between real-world occupational issues, theories of underlying cognitive mechanisms and related empirical research;
- use the awareness of this relationship to formulate sensitive approaches to occupational issues.

PSY4024

Period 2

29 Oct 2018

21 Dec 2018

[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

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

Students are able to:

- describe the content of variables;
- describe and apply measurement scales;
- describe relationships between variables;
- formulate hypotheses on the basis of these relationships;
- suggest fitting statistical tests.

PSY4125

Period 2

29 Oct 2018

21 Dec 2018

[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

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

This course is aimed at the development of professional skills required in the work environment of a work and organizational psychologist. These include:

- applying scientific knowledge to practical problems;
- analyzing the needs of individuals and organizations;
- assessing employees and work contexts;
- designing organizational trainings and interventions;
- applying negotiation and conflict management skills;
- reporting and presenting.

PSY4096

Period 3

7 Jan 2019

5 Apr 2019

[Print course description](#)

ECTS credits:

8.0

Instruction language:

English

Coordinator:

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

Teaching methods:

Assignment(s), Paper(s), 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

This course is aimed at the development of professional skills required in the work environment of a work and organizational psychologist. These include:

- applying scientific knowledge to practical problems;
- analyzing the needs of individuals and organizations;
- assessing employees and work contexts;
- designing organizational trainings and interventions;
- applying negotiation and conflict management skills;
- reporting and presenting.

PSY4097

Period 3

7 Jan 2019

5 Apr 2019

[Print course description](#)

ECTS credits:

2.0

Instruction language:

English

Coordinator:

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

Teaching methods:

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

Assessment methods:

Attendance, Final paper, Observation

Keywords:

Professional training, professional practice, practical research, client contact

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 are able to:

- understand content and use of observational methods, survey methods, experimentation, self-reports, questionnaire design and analysis;
- apply various statistical techniques, such as regression (mediation and moderation analyses), multilevel analysis, and meta-analysis.

PSY4094

Period 3

7 Jan 2019

5 Apr 2019

[Print course description](#)

ECTS credits:

0.0

Instruction language:

English

Coordinator:

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

Teaching methods:

Research Proposal

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 will be able to:

- write a proposal;
- conduct a supervised research project;
- report on 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

7 Jan 2019

31 Aug 2019

[Print course description](#)

ECTS credits:

5.0

Instruction language:

English

Coordinator:

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

Teaching methods:

Research Internship Graded

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 will be able to:

- write a proposal;
- conduct a supervised research project;
- report on 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

7 Jan 2019

31 Aug 2019

[Print course description](#)

ECTS credits:

10.0

Instruction language:

English

Coordinator:

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

Teaching methods:

Research Internship Ungraded

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 will be able to:

- write a proposal;
- conduct a supervised research project;
- report on 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

7 Jan 2019

31 Aug 2019

[Print course description](#)

ECTS credits:

7.0

Instruction language:

English

Coordinator:

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

Teaching methods:

Master Psychology Specialisation Work & Organisational Psychology

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

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 will be able to:

- write a proposal;
- conduct a supervised research project;
- report on 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

7 Jan 2019

31 Aug 2019

[Print course description](#)

ECTS credits:

8.0

Instruction language:

English

Master Psychology Specialisation Work & Organisational Psychology

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