International Joint Master of Research in Work and Organizational Psychology

First year courses

International Joint Master of Research in Work and Organizational Psychology Year 1

Faculty of Psychology and Neuroscience

Introduction

Full course description

This course provides an overview of research in work and organizational psychology and the respective contributions of the partnering university departments to the master. Students will engage in team building exercises, and they will be acquainted with their peers, teachers, senior level students, and alumni. First contacts with a mentor will be established, and students will be presented with opportunities to discover how the research competences they develop contribute to their employability in The Netherlands, Germany and Spain. In addition, students will be prepared for studying in a PBL environment, and they will receive information that allows them to successfully plan their study while in Maastricht, Lueneburg and Valencia.

Course objectives

Students are able to:

- understand how partner universities engage in research in Work;
- and Organizational Psychology in a Dutch, German and Spanish context;
- work together in a culturally diverse team;
- understand how the master courses interrelate and contribute to employability;
- plan their two year master programme.

PSY4960
Period 1
1 Sep 2020
23 Oct 2020
[Print course description](#)
ECTS credits:
2.0
Instruction language:
English
Teaching methods:
Lecture(s), PBL
Assessment methods:
Attendance, Final paper
Keywords:
Work and Organizational Psychology, Research, team building, reflection, planning
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.

PSY4961
Period 1
1 Sep 2020
23 Oct 2020
[Print course description](#)
ECTS credits:
5.0
Instruction language:
English
Coordinators:

- [U.R. Hülsheger](#)
- [V. Lemmens](#)

Teaching methods:
Lecture(s), PBL
Assessment methods:
Attendance, Written exam
Keywords:
Work behaviour, job design, job satisfaction, emotional labour
Faculty of Psychology and Neuroscience

Practical Training: The Future of Work - Part 1

Full course description

How can artificial intelligence (AI) help organisations operate efficiently in the 21st century? How will it affect organisations and their employees and customers? How does the introduction of robots change daily work? These are some of the key questions work and organisational psychologists are facing now and in the near future. In this practical, students will address these and related questions in small groups. Students will explore how organisations already use AI in practice and how this affects issues related to work and organisational psychology. They will describe such organisational practices and evaluate them considering the work and organisational psychology literature.

Course objectives

Students are able to:

- acquire information about and analyze organizational practices;
- integrate organizational practices with scientific literature;
- critically evaluate organizational practices;
- contribute to group assignments;
- write a coherent report.

PSY4985
Period 1
1 Sep 2020
23 Oct 2020
Print course description
ECTS credits:
0.0
Instruction language:
English
Coordinators:

- G.J.A.M.L. Uitdewilligen
- A. Nübold

Teaching methods:
Work in subgroups
Assessment methods:
Assignment
Keywords:
artificial intelligence, the future of work, robotics, industry 4.0, machine learning, future literacy
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 Organizational 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 be able 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.

PSY4962
Period 1
1 Sep 2020
23 Oct 2020
[Print course description](#)
ECTS credits:
5.0
Instruction language:
English
Coordinator:

- [M.W.J. van de Wiel](#)

Teaching methods:
Assignment(s), Lecture(s), PBL, Presentations, Work in subgroups
Assessment methods:

International Joint Master of Research in Work and Organizational Psychology

Assignment, Attendance, Final paper, Written exam
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 Organizational Psychologist?

Full course description

Students familiarise themselves with the profession of a work and organizational psychologist by studying literature and documents on the competences required in Work and Organizational 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 Organizational 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.
- Knowledge of and practical experience with Job analysis, job description, person specification, interviewing, the work of W&O psychologists.

PSY4982
Period 1
1 Sep 2020
23 Oct 2020
Print course description
ECTS credits:
0.0
Instruction language:
English
Coordinator:

- A.L.T. Walkowiak

Teaching methods:
Paper(s), Presentation(s), Skills
Assessment methods:
Attendance, Final paper
Keywords:
Job analysis, interviewing, job description, person specification, Work and Organizational Psychology

International Joint Master of Research in Work and Organizational Psychology

Faculty of Psychology and Neuroscience

Organisation and Cognition

Full course description

With this course, we aim to provide students with structured scientific knowledge of the main topics of organizational psychology and to develop their ability to apply this knowledge to practical day-to-day problems organizations face. They will learn about the main theories and concepts related to strategy, leadership, teamwork, innovation, organizational culture and climate, and change management. We designed the problems as cases that resemble real organizations. Students will be asked to take the viewpoint of a consultant applying these theories and concepts to these problems.

Two important aspects are considered for all problems throughout this course: 1) The interrelatedness between topics and 2) the multilevel structure of organizations. First, the different concepts and topics do not stand on their own but are interrelated. For instance, leadership can affect an organizational culture and vice versa. Therefore, it is important to explicate such connections between the different concepts and problems and to develop an overview of how all topics relate to each other.

Second, processes in organizations occur at multiple levels. For instance, innovation occurs at the individual, team, and organizational level. Moreover, concepts at these different levels can influence each other both bottom-up and top-down. As a bottom-up example, individual level creativity is essentially required for a team and an organization to be creative. As a top-down example, an organization's climate for innovation is likely to affect individual level creativity. Therefore, we explicitly take a multilevel perspective, examining constructs at the micro (individual), meso (team), and macro (organizational) levels. Importantly we also discuss relationships among constructs at these three levels.

Course objectives

Students are able to

- summarize and explain current research findings on strategy, leadership, teamwork, innovation, organizational culture and climate, and change management;
- compare and contrast studies in organizational psychology and find research gaps;
- translate scientific findings into practical everyday language.
- contribute to group assignments that require generating an intervention proposal
- prepare a consultancy intake session
- present scientific articles to peers.

PSY4963
Period 2
26 Oct 2020
18 Dec 2020
Print course description
ECTS credits:
5.0
Instruction language:
English

International Joint Master of Research in Work and Organizational Psychology
Coordinator:

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

Teaching methods:
Assignment(s), Lecture(s), PBL, Presentation(s)
Assessment methods:
Presentation, Written exam
Keywords:
strategy, leadership, Innovation, teamwork, organizational climate and culture, change management
Faculty of Psychology and Neuroscience

Practical Training: Virtual Collaboration for the Common Good

Full course description

This practical will allow you to collaborate with students in Bandung, Indonesia. Each team in Maastricht will collaborate with students in Bandung, Indonesia. The team will prepare a presentation and a two page intervention or research project proposal to illustrate how work and organizational psychology can contribute to improve practice on a humanitarian topic that is judged to be societally relevant in Indonesia. To further contextualize the assignment, your team will have to identify a problem/case description situated in Indonesia and compose a PBL type problem, based on this description. In a separate document, your team will indicate how your sources help answer learners to find answers to the questions that your problem description will trigger. In an individual reflection paper you will analyse virtual collaboration in a culturally diverse team.

Course objectives

Students can

- experience and improve collaboration with others in a virtual setting;
- experience and reflect on cultural differences through social and academic interactions;
- learn about humanitarian work psychology;
- build psychological literacy by applying psychological science to complex societal problems like for instance corruption, poverty, gender inequality and child labour.

PSY4986
Period 2
26 Oct 2020
18 Dec 2020
[Print course description](#)
ECTS credits:
0.0
Instruction language:
English
Coordinator:

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

Teaching methods:

International Joint Master of Research in Work and Organizational Psychology

Assignment(s), Presentation(s), Work in subgroups
Assessment methods:
Attendance, Assignment, Presentation, Final paper
Keywords:
psychological literacy, online intercultural collaboration, humanitarian work psychology
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.

PSY4964
Period 2
26 Oct 2020
18 Dec 2020
[Print course description](#)
ECTS credits:
5.0
Instruction language:
English
Coordinator:

- [T. Otto](#)

Teaching methods:
Lecture(s), Paper(s), PBL, Skills
Assessment methods:
Attendance, Written exam

International Joint Master of Research in Work and Organizational Psychology

Keywords:
Motivation, goal setting, effort regulation, dynamic performance, Interruptions, counterproductive work behaviour, organizational citizenship behaviour, climate
Faculty of Psychology and Neuroscience

Practical Training: The Future of Work - Part 2

Full course description

How can artificial intelligence (AI) help organisations operate efficiently in the 21st century? How will it affect organisations and their employees and customers? How does the introduction of robots change daily work? These are some of the key questions work and organisational psychologists are facing now and in the near future. In this practical, students will address these and related questions in small groups. Students will explore how organisations already use AI in practice and how this affects issues related to work and organisational psychology. They will describe such organisational practices and evaluate them considering the work and organisational psychology literature.

Course objectives

Students are able to:

- analyse ethical implications of organizational practice;
- develop scenarios about future developments;
- contribute to group assignments;
- write a coherent report;
- present findings to a professional audience.

PSY4987
Period 2
26 Oct 2020
18 Dec 2020
Print course description
ECTS credits:
0.0
Instruction language:
English
Coordinators:

- B.P.I. Fleuren
- M.S. Thommes

Teaching methods:
Work in subgroups
Assessment methods:
Presentation, Assignment
Keywords:
artificial intelligence, the future of work, robotics, industry 4.0, machine learning, future literacy
Faculty of Psychology and Neuroscience

International Joint Master of Research in Work and Organizational Psychology

Statistics and Research Methodology

Full course description

Students will learn the basic methodological and statistical skills to conduct empirical research. Furthermore, they will start thinking about a research question and a research design they want to employ for their research proposal.

Students will recapitulate and build on their knowledge of conducting experiments (discussing different designs, validity threats etc.), conducting survey research (including cross-sectional, longitudinal, multi-rater; discussing advantages and disadvantages), as well as combining field studies and experiments (combining different research designs), diary studies and experience sampling methods.

They will learn how to design questionnaires, codebooks, scale documentations, and how to administer surveys keeping track of response rate. They also learn how to get started with statistical analysis software (SPSS, Mplus), once data has been collected (data entry, recoding, computing scales, reliabilities, descriptive statistics, restructuring data for multilevel analyses). This course will also review basic regression analysis, ANOVA, MANOVA, factor analysis), and moderation/mediation.

Course objectives

Students are able to:

- understand and critically analyse methodological design of experimental and survey research in Work and Organizational Psychology;
- design questionnaires / measurement scales with documentation;
- create documentation;
- prepare data for statistical analysis and apply basic statistical techniques.

PSY4965
Period 3
4 Jan 2021
25 Feb 2021
[Print course description](#)
ECTS credits:
8.0
Instruction language:
English
Coordinators:

- [A. Nübold](#)
- [B.P.I. Fleuren](#)

Teaching methods:
Assignment(s), Lecture(s), PBL
Assessment methods:
Written exam, Assignment
Keywords:
Methodology, statistics, experimental design, survey research

Critical Reading in Work and Organisational Psychology

Full course description

This seminar is a rigorous reading seminar. It will provide the students with the scientific underpinnings of the areas of Human Resource Management and Organizational Behavior. It focuses on creating and improving the understanding of how science is developing in these areas and substantial contributions are made. By reading research articles (e.g., foundational articles, intervention studies, theory based studies, newest studies in this area) students will learn how to discuss and analyze the scientific contributions, what could have done better (theoretical and methodological perspective). During the course students will elaborate and develop an own study design in a research proposal. Each student proposal will be reviewed by other students.

Course objectives

- Students will learn how to evaluate a scientific research report and how to potentially improve these studies. Students will gain knowledge in study designs and substantial contributions to the OB and HR literature. Students will be taught how to create own study designs, write research proposals, and write reviews.
- Students will improve their social competencies by critically reviewing other students' research proposals without being offensive. Students will learn social competencies in face-to-face interactions and in written correspondence. Students will also be provided with self- and time-management skills in order to handle significant workload.

PSY4971
Semester 2
1 Apr 2021
15 Aug 2021
[Print course description](#)
ECTS credits:
10.0
Instruction language:
English
Teaching methods:
Presentations, Assignment(s), Work in subgroups
Assessment methods:
Presentation, Assignment
Keywords:
reflections on work and organization research
Faculty of Psychology and Neuroscience

International Human Resource Management

Full course description

This course explores the importance of international business management in the context of international human resource management, including topics on culture, compensation and benefits,

international organisations and their structures, international assignment management and the legal and regulatory considerations that global organizations face. This course will help students identify differences in operating a domestic versus and international business and how business practices will need to be adapted to operate successfully in foreign markets.

The following topics will be presented (starting literature):

- Globalization of HR Management (Briscoe, ch. 1)
- Creating the international organization: Strategy and structure (Briscoe, ch. 2)
- International HRM and culture (Briscoe, ch. 3)
- Sourcing HR for global markets – Staffing, recruitment, and selection (Dowling, ch. 5)
- International training and development and careers (Dowling, ch. 7)
- International industrial relations (Dowling, ch. 9)
- Global compensation, benefits, and taxes (Briscoe, ch. 7)
- International employee performance management (Briscoe, ch. 8)

Course objectives

Students will gain knowledge by actively participating in the presentation of the different topics. Students will be provided with empirical results from the most recent relevant scientific literature as well as textbooks on International HRM (e.g., Briscoe et al., Dowling et al.). Additionally, students will be responsible for running interactive sessions with their fellow students about selected topics under guidance of the professor. Students will benefit from academic and training feedback from the professor as well as from their fellow students. Students learn how to identify the most recent peer-reviewed literature using databases, e.g., Web of Knowledge, PsychInfo etc.

The objective of this course is to help students gain insight into and appreciation for the complexities and differences of operating a business in an international context as it applies to HRM. Upon completion of this course, the students will gain an understanding of the:

1. Various facets of the IHRM function, including:

- Global workforce planning
- International assignee selection and management
- Performance management
- Compensation and benefits
- Training, teams and management development

2. Legal and regulatory environment and implications of operating in an international organization:

- International laws and regulations,
- Extra-territorial US laws
- Important foreign laws, including specific EU requirements
- Regulatory bodies
- International ethics

3. The intricacies of global organizations:

- International orientation and strategies along with modes of entry
- Organizational design and structure
- Cultural implications and differences
- Global HR structure and support

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In interactive course sessions, Students will improve their social competencies by critically discussing and presenting latest cutting edge research. Students will learn social competencies in face-to-face interactions and presentations.

PSY4972
Semester 2
1 Apr 2021
15 Aug 2021
[Print course description](#)
ECTS credits:
5.0
Instruction language:
English
Teaching methods:
Presentation(s), Assignment(s), Work in subgroups
Assessment methods:
Presentation, Assignment
Keywords:
International HRM
Faculty of Psychology and Neuroscience

Negotiation in International and Intercultural Contexts

Full course description

Recent research on negotiations and the implications for conflict resolution on the international and intercultural level are discussed. In addition to basic principles of psychological processes in the context of negotiations (e.g., preparation of negotiations, entering negotiations, negotiations strategies and tactics, cognitive, motivational and affective processes in the negotiation process, negotiation outcomes and post-negotiation perceptions) the course will deal with the specific characteristics of international and intercultural negotiations. Introducing the basics of negotiation research, the course will deal with psychological processes on the intra- and interindividual level. In addition, the impact of contextual factors will be discussed. In addition, students will reflect on current directions in negotiation research with a focus on empirical studies. Moreover, empirical studies on negotiations will be linked to current reports on international and intercultural negotiations in the media. Students will be introduced to the mindset theory of negotiation research and will reflect on this theoretical approach based on practical exercises (i.e., negotiation simulations). Finally, students will gain insight into the specific characteristics of negotiations between parties from different cultural backgrounds. In this way, students' awareness is raised for intercultural issues in a globalized world. In sum, the course will deal with psychological processes in negotiations, will reflect on specific characteristics of negotiations on the international and intercultural level, will provide negotiation exercises, and will discuss recent directions of negotiation research particularly with a focus on international and intercultural negotiation studies.

Course objectives

Students will gain a general overview on negotiation research. Based on this knowledge students learn to discuss empirical studies being recently published in the field of negotiation research. Through their participation in negotiations exercises students will experience psychological processes in the ongoing negotiation process. Students will reflect on their experiences and the

International Joint Master of Research in Work and Organizational Psychology

corresponding psychological processes based on a comprehensive literature review. Moreover, students will learn to link negotiation theory to real world negotiations based on current media reports. Students will be introduced to the specific characteristics of negotiations on the international and intercultural level.

Moreover, students will be provided with substantial knowledge and experiences in socially interdependent and complex situations, such as negotiations on the international and intercultural level. Furthermore, students will improve their social, communication and leadership skills through their participation in complex negotiation exercises.

PSY4973
Semester 2
1 Apr 2021
15 Aug 2021
[Print course description](#)
ECTS credits:
5.0
Instruction language:
English
Teaching methods:
Assignment(s), Lecture(s), Presentation(s)
Assessment methods:
Presentation, Written exam
Keywords:
Negotiation research
Faculty of Psychology and Neuroscience

Research and Design

Full course description

The course provides an introduction to advanced statistical methods in psychological and management research. The course covers qualitative and quantitative methods. With regard to qualitative methods, the course provides an introduction to interview techniques, coding and rating of qualitative interview data, and the transformation of qualitative data into quantitative data. With regard to quantitative methods, the course covers mediation and moderation, moderated mediation and mediated moderation, and multi-level analyses. Furthermore, the course provides an introduction to methods of recruiting study participations (e.g., online surveys).

Specifically, the module seeks to provide students with skills in developing a good research design. Based on various papers discussing or presenting sophisticated and new research designs or methodological approaches, the students will learn to understand and how to use the following methods:

- Basic regression analyses and ANOVA
- Moderated mediation / mediated moderation
- Multi-level analyses (HLM)
- SEM
- Growth modelling including dynamic mediated growth models and discontinuous growth models
- Combining field studies and experiments

- Diary studies and experience sampling methods

Course objectives

Generally, students will improve and gain substantial knowledge in psychological and management research methods. Students will be provided with knowledge on the latest advances and foundations in quantitative and qualitative psychological methodology. Students will learn how to present methodological approaches, research designs, and findings in class. They will thus learn to develop, apply, and report the findings of a particular design/method. The main focus of the module is on a general understanding and the application of the methodological approaches.

The students will form groups and deal with one methodological approach/design in detail. They will conduct a mini-project to understand how to apply the design in practice. Thus, students will learn social competencies in small group interactions and improve their teamwork- and presentation skills. Students will also be provided with self- and time-management skills in order to handle significant workload.

Prerequisites

Basic knowledge in descriptive and inferential statistics is required.

PSY4974
Semester 2
1 Apr 2021
15 Aug 2021
[Print course description](#)
ECTS credits:
5.0
Instruction language:
English
Teaching methods:
Presentations, Assignment(s), Lecture(s), Work in subgroups
Assessment methods:
Presentation, Written exam
Keywords:
advanced statistical methods in work and organizational psychology
Faculty of Psychology and Neuroscience

Group Research Project

Full course description

This seminar will enable the students to experience all steps of the research process from finding interesting research questions, over hypothesizing, applying research methods and designs, implementing and conducting the research project, collecting data, analyzing the data, evaluating the results and presenting the findings. They will do so mainly on their own with support from the professors. By applying their theoretical skill set on their own project each group will improve and extend their overall research skills.

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Coordinator: Prof. Dr. David Loschelder (Leuphana University)

Full-time Teachers: Prof. Dr. Michael Gielnik, Prof. Dr. David Loschelder

Course objectives

Students will gain knowledge in extracting interesting research questions and in transferring those questions to appropriate research designs. Students will extend their overall research skills in specified areas of research.

Students will improve their social competencies by working in small groups to conduct a research project within one semester. In order to complete the group research project successfully, the students will learn how to coordinate, organize, and lead teams to complete the research project on time.

Prerequisites

Substantial knowledge in research design and methodology.

PSY4975
Semester 2
1 Apr 2021
15 Aug 2021
[Print course description](#)
ECTS credits:
5.0
Instruction language:
English
Teaching methods:
Assignment(s), Lecture(s), Presentation(s)
Assessment methods:
Assignment
Keywords:
Research methods, academic writing, presentation
Second year courses

International Joint Master of Research in Work and Organizational Psychology Year 2

Faculty of Psychology and Neuroscience

Interventions in Human Resources

Full course description

Intervention is in the essence of human resources management. The main practices of human resources management (training, personnel selection, performance appraisal…) are oriented to implement, change or improve something. Interventions in HR management are carried out by professionals (HR managers, HR technicians, consultants…) on a daily basis.

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Research about these interventions is critical to build knowledge and know how, to identify successful and not so successful practices, and factors that can contribute to the success or failure of different interventions in different contexts.

This research should be an input for HR professionals in order to behave according to the scientific-professional model and implement evidence-based interventions. Researchers should contribute to this area identifying research gaps, and designing and carrying out intervention research projects.

Course objectives

The general objective of this course is that students acquire knowledge and develop competencies regarding research on intervention in human resources. More specifically, at the end of the course the students will:

- Know the "state of the art "of intervention in the main HR practices and identify the main research gaps.
- Know how to make successive reviews and keep updated about developments in intervention in the main HR practices.
- Be able to assess and constructively criticize intervention research in the main HR practices, whatever the layout, but specially research projects and papers.
- Be able to design their own research projects in intervention in human resources to contribute to shed some light on the main research gaps.
- Know how to get funds for their research projects in intervention in human resources.
- Be able to make presentations of their research in international scientific conferences and write a scientific article of their research about intervention in human resources.

PSY5961
Semester 1
1 Sep 2020
29 Jan 2021
[Print course description](#)
ECTS credits:
5.0
Instruction language:
English
Teaching methods:
Lecture(s), Assignment(s), Work in subgroups
Assessment methods:
Assignment, Attendance, Presentation
Keywords:
Human resources, interventions, personnel selection, training and development, performance appraisal, compensation
Faculty of Psychology and Neuroscience

Interventions in Work Psychology: Work Design and Work Teams

International Joint Master of Research in Work and Organizational Psychology

Full course description

The main purpose of this course is to provide students with theoretical and methodological tools for reviewing, criticizing and assessing interventions on work psychology, elaborate quality requirement for the design and implementation of new interventions and to contribute to conceptual developments for quality interventions.

The course aims to develop student competences through autonomous learning for identifying different kinds of work psychology interventions, detecting the criteria for effectiveness on these interventions, assessing the effectiveness, efficiency and non-intended effects of such interventions and defining, distinguishing evidence-based interventions and analyzing and defining needs for intervention theory and development.

Course objectives

The students should be able to:

- Review and identify critical interventions in work psychology.
- Assess intervention proposals regarding different criteria:
    - Effectiveness.
    - Evidence-based interventions.
- Identify quality requirements for interventions in work psychology, barriers to implementation and non-intended results.
- Identify good practices for implementing interventions in work psychology.
- Analyze needs and goals for effective interventions in work psychology.
- Design interventions that fulfill quality requirements, detected needs and evidence-based criteria in the field of work psychology.
- Identify relevant stake holders and policy makers for work psychology interventions (unions, managerial boards, professional bodies, governmental agencies,).

PSY5962
Semester 1
1 Sep 2020
29 Jan 2021
[Print course description](#)
ECTS credits:
5.0
Instruction language:
English
Teaching methods:
Lecture(s), Assignment(s), Work in subgroups
Assessment methods:
Assignment, Attendance, Presentation
Keywords:
Work psychology, interventions, work design, Innovation, effectiveness, work groups
Faculty of Psychology and Neuroscience

Organizational Psychology Interventions

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Full course description

One of the main areas of research within the organizational psychology intervention is organizational change and development. Organizational change refers to "an empirical observation of difference in form, quality, or state over time in an organizational entity" (Van de Ven and Poole, 1995, p. 512). Both superficial and deep changes can be continuously observed, describing one of the basic characteristics of organizations. Researchers try to understand and measure change efforts and their consequences. For example, downsizing can have an effect on emotional reactions of workers and their performance. Peiró and Martínez-Tur (2008) reviewed theories to understand organizational change, theories for intervention, differences between convergent and divergent changes, and conditions for change (internal vs. external). Oreg, Vakola, and Armenakis (2011) presented a model for the understanding of organizational change with three types of variables: a) antecedents (characteristics of recipients, internal context of the organization, change process, perceived benefit; and change content); b) reactions of employees (affective, cognitive, and behavioral); and c) consequences of changes (work-related and personal). In addition, organization change is investigated from quasi experimental (Morgeson, Johnson, Campion, Medsker, and Mumford, 2006) and field survey approaches (Martin, Jones, and Callan, 2005).

Course objectives

During this course, we aim that students acquire knowledge and develop competencies regarding organizational change and development, focusing the attention on research. To this end, some specific objectives are proposed:

- Students will be able to apply change theories to real processes of change.
- Students should be able to diagnose conditions for change, distinguishing between conditions for convergent vs. divergent change and between quick vs. gradual change.
- Students will be able to identify and describe variables involved in processes of change, including antecedents of change, reactions, and consequences.
- Students will be able to design a quasi-experimental study on organizational change.
- Students will be able to design a correlational study on organizational change.
- Students will be able to analyze a research study on organizational change critically.

PSY5963
Semester 1
1 Sep 2020
29 Jan 2021
[Print course description](#)
ECTS credits:
5.0
Instruction language:
English
Teaching methods:
Lecture(s), Assignment(s), Work in subgroups
Assessment methods:
Assignment, Attendance, Presentation
Keywords:
Organizational changes, interventions, organizational development
Faculty of Psychology and Neuroscience

International Joint Master of Research in Work and Organizational Psychology

Interventions in Occupational Health Psychology

Full course description

Occupational health and safety reflects the effect of the work environment on employees, groups and work units in organizations, and organizations as a whole (Tetrick and Peiró, 2012). According to the Journal of Occupational Health Psychology, there are three major domains of Occupational Health Psychology (OHP): the work environment; the individual; and the interface between work and non-work relative to employees' safety, health, and well-being. OHP takes a primary prevention perspective, focusing on the elimination of risks to employees' safety and health (Quick and Tetrick, 2003). In this context Tetrick and Peiro (2012) recommend that future research should focus on (a) incorporate the realities of today's work environments, and (b) integrate a positive approach with countervailing interventions (Kelloway et al., 2006) so as not to just focus on prevention but also on enhancement and development of workers, the work environment, and the interaction between workers and the environment (Tetrick and Peiró 2016).

The main purpose of this course is to provide students with theoretical and methodological tools for reviewing, criticizing and assessing interventions on OHP, elaborate quality requirement for the design and implementation of new interventions.

Course objectives

The general objective of this course is that students acquire knowledge and develop competencies regarding research on intervention in OHP. More specifically, at the end of the course the students will:

- Know the "state of the art "of intervention in OHP and identify the main research gaps. Reviewing scientific journals and also best practices reports.
- Be able to assess and evaluate intervention research in the main OHP interventions, identifying the more relevant factors and issued that should to be included in an intervention plan in this area.
- Be able to design their own research projects in intervention in OHP, taking into account new research design and measures (observational, qualitative, etc.).

PSY5964
Semester 1
1 Sep 2020
29 Jan 2021
Print course description
ECTS credits:
5.0
Instruction language:
English
Teaching methods:
Lecture(s), Assignment(s)
Assessment methods:
Assignment, Attendance, Presentation
Keywords:
Occupational health psychology, interventions, occupational stress, evidence-based
Faculty of Psychology and Neuroscience

Advanced Research Skills

Full course description

As a natural science, Psychology produces knowledge about natural objects and phenomena (e.g., how memory works and some stored information can be retrieved). However, as an artificial science (Simon, 1996), Psychology also creates knowledge about artificial objects and phenomena (e.g., how and why an intervention program aimed to reduce job stress works). Some of these artificial phenomena that are relevant for WOP-Psychology are intervention programs aimed to improve organizational performance and employee well-being. In order to promote evidence-based practice, it is crucial for our discipline to generate rigorous and solid scientific knowledge about the effectiveness of the aforementioned intervention programs. Thus, researchers and practitioners will be able to make sound decisions about the most appropriate interventions under varying environmental and organizational conditions.

Course objectives

The goal of this course is to equip students with the knowledge and competences that will enable them to conduct rigorous assessments about the effectiveness of organizational interventions. Its content is organized in two main sections:

Quasi-experimental designs for evaluating interventions in organizations. This section addresses the main quasi-experimental designs that can be implemented in organizations to ascertain the consequences of organizational interventions.

Mediation analysis for intervention research. This section is focused on the use of mediation analysis to generate evidence for how and why an intervention achieved its effects.

Students will be able to:

- Plan and implement quasi-experimental designs to evaluate organizational interventions.
- Conduct mediation analysis to ascertain how and why an intervention achieved its effects.

PSY5965
Semester 1
1 Sep 2020
29 Jan 2021
Print course description
ECTS credits:
6.0
Instruction language:
English
Teaching methods:
Lecture(s), Assignment(s)
Assessment methods:
Attendance, Assignment, Final paper
Keywords:
Organizational changes, interventions, organizational development
Faculty of Psychology and Neuroscience

Preparing Master's Thesis Project

Full course description

Master Students will devote 4th semester to elaborate and present their Master Thesis. During 3rd semester, students need to prepare a proposal for their master thesis including a short state of the art about the topic they are interested on, formulate some research question, identify potential hypothesis to be addressed on their Master thesis and define requirements about sampling, variables to be considered and research design. The aim of this course is to allow students to prepare such proposal under the supervision of Master staff who will guide the allocation of Master Thesis supervision and University of destination for 4th semester.

Course objectives

Students will be able to:

- establish a topic and a research model to elaborate a Master thesis proposal;
- prepare a short "state of the art" about the topic chosen, identifying the cutting edge research and the gaps to be addressed;
- identify a relevant and of current importance regarding the topic addressed;
- formulate different research hypotheses to be considered in the Master Thesis;
- define the requirements for sampling and research design to analyze and test the formulated hypotheses.

PSY5971
Semester 1
1 Sep 2020
29 Jan 2021
Print course description
ECTS credits:
4.0
Instruction language:
English
Teaching methods:
Assignment(s)
Assessment methods:
Final paper
Keywords:
Research design, sample, research question, hypothesis
Internships

Research Skills & Ethics

Faculty of Psychology and Neuroscience

Advanced Research Skills and Research Ethics

International Joint Master of Research in Work and Organizational Psychology

Full course description

The research of most students involves empirical research with human subjects. As this is highly challenging from an ethical perspective, we will pay attention to this more extensively. Legal regulations, ethical codes of research organizations, faculties or universities are important (and strict) guidelines that describe the duties of researchers and therefore are helpful in many cases. However, in all research projects there will be moments at which ethical principles conflict or at which it is a challenge to strictly conform to the rules of the ethical research codes. In addition, the reproducibility crisis in science and practices like HARKing and p-hacking require that students are aware of the importance of scientific integrity, and of how the research community is responding to these challenges.

Course objectives

- students know the central ethical principles underlying responsible conduct of research, particularly when human subjects are involved;
- students are able to evaluate research (plans) by means of the ethical principles;
- students are able to detect and reflect on ethical dilemmas in empirical research;
- students are able to work relatively autonomously from their supervisor and are able to stand up for themselves in a respectful (and effective) manner;
- students have the disposition to follow the ethical principles in their own research.

PSY5973
Semester 2
1 Feb 2021
3 Jul 2021
[Print course description](#)
ECTS credits:
4.0
Instruction language:
English
Teaching methods:
Assignment(s)
Assessment methods:
Participation, Written exam
Keywords:
ethics, Research skills
Thesis

Master's Thesis Project

Faculty of Psychology and Neuroscience

Master's Thesis Project

Full course description

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.

International Joint Master of Research in Work and Organizational Psychology

Each student has two supervisors who both assess the research proposal and the thesis.

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 54 credits in the programme.

PSY5980
Semester 2
1 Feb 2021
3 Jul 2021
[Print course description](#)
ECTS credits:
26.0
Instruction language:
English
Teaching methods:
Assignment(s), Paper(s), Research, Skills
Assessment methods:
Attendance, Final paper, Observation, Participation
Keywords:
proposal, Research, master's thesis