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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 some people flourish while others suffer at work?', 'How does work affect our health and well-being?', or 'How can a healthy work-life balance be achieved'. These questions will be addressed by discussing theories of work design, work stress, and occupational health. 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 important work characteristics? How can health and well-being be fostered in organisations? How can people optimally recover from the demands of work? Is remote work a blessing or a curse?

The corresponding practical for this course is: The Future of Work - Part 1

### Course objectives

Students are able to:

- explain and compare different theories on job design, emotional labor, work stress, workplace mistreatment, and the work-family interface;
- 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

5 Sep 2022

28 Oct 2022

[Print course description](#)

ECTS credits:

5.0

Instruction language:

English

Coordinator:

- [U.R. Hülsheger](#)

Teaching methods:

## 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.

The corresponding practical for this course is: What is it like to be a Work and Organisational Psychologist?

### Course objectives

- critically think about strategic human resource management and how the practices interact in a systems 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.

PSY4022

Period 1

5 Sep 2022

28 Oct 2022

[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:

Assignment, Attendance, Final paper, Written exam, Participation

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: 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 organizations already use AI in practice and how this affects issues related to work and organizational psychology. They will describe such organizational practices and evaluate them considering the work and organizational psychology literature.

### Course objectives

Students are able to:

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

PSY4127

Period 1

5 Sep 2022

28 Oct 2022

[Print course description](#)

ECTS credits:

0.0

Instruction language:

English

Coordinator:

- [W.K.J. Wehrt](#)

Teaching methods:

Work in subgroups

Assessment methods:

Attendance, Assignment

Keywords:

artificial intelligence, the future of work, robotics, industry 4.0, machine learning, future literacy

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 in order to make a job description and person specification;
- students are able to gain knowledge about the job of work and organizational psychologists and to inform each other about possible jobs in the field

PSY4122

Period 1

5 Sep 2022

28 Oct 2022

[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

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.

The corresponding practical for this course is: Virtual Collaboration for the Common Good

### 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 organisational 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.

Period 2

31 Oct 2022

23 Dec 2022

[Print course description](#)

ECTS credits:

5.0

Instruction language:

English

Coordinator:

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

Teaching methods:

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

Assessment methods:

Attendance, Assignment, Presentation, Final paper

Keywords:

strategy, leadership, teamwork, Innovation, organizational culture and climate, and change

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.

The corresponding practical for this course is: The Future of Work - Part 2

### 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

31 Oct 2022

23 Dec 2022

[Print course description](#)

ECTS credits:

5.0

Instruction language:

English

Coordinators:

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

Teaching methods:

Lecture(s), Paper(s), PBL, Skills

Assessment methods:

Written exam, Attendance

Keywords:

Motivation, goal setting, effort regulation, dynamic performance, Interruptions, counterproductive work behaviour, organisational citizenship behaviour, aging

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.

PSY4126

Period 2

31 Oct 2022

23 Dec 2022

[Print course description](#)

ECTS credits:

0.0

Instruction language:

English

Coordinator:

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

Teaching methods:

Assignment(s), Presentations, Work in subgroups

Assessment methods:

Attendance, Assignment, Presentation, Final paper

Keywords:

psychological literacy, online intercultural collaboration, humanitarian work psychology

Faculty of Psychology and Neuroscience

## Practical Training: The Future of Work - Part 2

### Full course description

How can artificial intelligence (AI) help organizations operate efficiently in the 21st century? How will it affect organizations and their employees and customers? How does the introduction of robots change daily work? These are some of the key questions work and organizational 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 organizations already use AI in practice and how this affects issues related to work and organizational psychology. They will describe such organizational practices and evaluate them considering the work and organizational psychology literature.

### Course objectives

Students are able to:

- analyze ethical implications of organisational practices;
- develop scenarios about future developments;
- contribute to group assignments;
- write a coherent report;
- present findings to a professional audience.

PSY4128

Period 2

31 Oct 2022

23 Dec 2022

[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:

Attendance, Assignment

Keywords:

artificial intelligence, the future of work, robotics, industry 4.0, machine learning, future literacy 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 organisational psychologist. Students are able to:

- apply scientific knowledge to practical problems;
- analyze the needs of individuals and organisations;
- assess employees and work contexts;
- design organisational trainings and interventions;
- apply negotiation and conflict management skills;
- report and present in a professional manner.

PSY4096

Period 3

9 Jan 2023

7 Apr 2023

[Print course description](#)

ECTS credits:

8.0

Instruction language:

English

Coordinators:

- [A.L.T. Walkowiak](#)
- [F.E.R.M. Nievelstein](#)

Teaching methods:

Assignment(s), Paper(s), Skills, Patient contact

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 organisational psychologist. Students are able to:

- apply scientific knowledge to practical problems;
- analyze the needs of individuals and organisations;

## Master Psychology Specialisation Work & Organisational Psychology

- assess employees and work contexts;
- design organisational trainings and interventions;
- apply negotiation and conflict management skills;
- report and present in a professional manner.

PSY4097

Period 3

9 Jan 2023

7 Apr 2023

[Print course description](#)

ECTS credits:

2.0

Instruction language:

English

Coordinators:

- [A.L.T. Walkowiak](#)
- [F.E.R.M. Nievelstein](#)

Teaching methods:

Assignment(s), Paper(s), Skills, Patientcontact

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

This course will prepare students for the research internship and master thesis. In a series of interactive lectures including practical exercises, they will acquire knowledge about different research designs and analytical methods used in Work and Organizational Psychology. They will learn how to set up a research study, how to design surveys, how to manage datasets, and how to analyse data using different analytical methods including regression analysis, test for mediation and moderation, and multilevel analysis.

### Course objectives

Students are able to:

- describe a research study in a proposal or master thesis
- understand and choose the right research design for a particular research question
- set up a research study

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- design surveys
- apply various statistical techniques, such as regression analysis, mediation and moderation analysis, and multilevel analysis.

PSY4094

Period 3

9 Jan 2023

7 Apr 2023

[Print course description](#)

ECTS credits:

0.0

Instruction language:

English

Coordinator:

- [U.R. Hülshager](#)

Teaching methods:

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

Assessment methods:

Attendance, Assignment

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 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](http://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

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compulsory courses in periods 1 and 2 (including practicals). In addition, some Research Internships may require the completion of practical or skills training(s).

PSY4093

Year

9 Jan 2023

31 Aug 2023

[Print course description](#)

ECTS credits:

5.0

Instruction language:

English

Coordinator:

- [A. Nübold](#)

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 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](http://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 (including practicals). In addition, some Research Internships may require the completion of practical or skills training(s).

PSY4076

Year

9 Jan 2023

31 Aug 2023

[Print course description](#)

ECTS credits:

10.0

Instruction language:

English

Coordinator:

- [A. Nübold](#)

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 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](http://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

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compulsory courses in periods 1 and 2 (including practicals). In addition, some Research Internships may require the completion of practical or skills training(s).

PSY4077

Year

9 Jan 2023

31 Aug 2023

[Print course description](#)

ECTS credits:

7.0

Instruction language:

English

Coordinator:

- [A. Nübold](#)

Teaching methods:

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](http://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 (including practicals). In addition, some Research Internships may require the completion of practical or skills training(s).

PSY4099

Year

9 Jan 2023

31 Aug 2023

[Print course description](#)

ECTS credits:

8.0

Instruction language:

English

Coordinator:

- [A. Nübold](#)

Teaching methods:

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

Assessment methods:

Attendance, Final paper, Observation, Participation

Keywords:

proposal, Internship, Research, master's thesis