

Master's Programme

Master Specialisation Work & Organisational Psychology

Faculty of Psychology and Neuroscience

Human Resources

Full course description

People are considered as the core of organisations. They set the goals, plan, design, organise and carry out the work and run the business. To gain competitive advantage, organisations need to find, develop, and retain the best possible employees. In this course, students will reflect upon psychological research and theories that may contribute to human resource management practices in organisations. The practices discussed in this course are job analysis, selection and recruitment, training, performance appraisal and management, professional and career development, talent management and employee relations. Students will learn that, use of a strategic approach to human resource management, means that the practices listed above need to be coordinated to achieve organisational goals, since they form sequential, but interdependent steps in employing personnel in an organisation. The organisational goals therefore need to be translated into criteria for employee behaviour, attitudes, and performance. Subsequently, instruments need to be selected or developed to measure whether the criteria are met. This course discusses methods for setting and testing these criteria and for improving organisational performance. In this way students learn to reflect on the usefulness of Human Resource Management (HRM) practices. The course aims to connect research, theory and practice. Therefore, students must apply their knowledge in 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 visiting an HRM consultancy. In this visit, they gain hands-on experience with assessment instruments and techniques used in selection processes and for personnel development.

Course objectives

Knowledge of: Human resource management practices, job analysis, personnel selection, assessment, recruitment, training, training evaluation, performance appraisal, performance management, organisational citizenship behaviour, counterproductive work behaviour, continuous professional development, workplace learning, career development, career success, employability, employee relations, talent management, retention.

Recommended reading

Journal articles, book chapters.

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), Working visit(s)

Assessment methods:

Final paper, Written exam, Attendance, Computer test

Keywords:

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

Faculty of Psychology and Neuroscience

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

Full course description

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

Course objectives

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

Recommended reading

Journal articles, book chapters.

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), Training(s)

Assessment methods:

Attendance, Final paper

Keywords:

Job analysis, interviewing, job description, person specification, work and organisational psychology.

Faculty of Psychology and Neuroscience

Human Performance

Full course description

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

Course objectives

Knowledge of: Motivation, self-efficacy, social cognitive theory, goal setting theory, effort, mental resources, resource models, self-regulation of emotion and effort allocation, static and dynamic performance, interruptions repeated measures approach, general mental ability, personality, risk, hazard, risk perception, risky decision making, risk taking, safety, safety climate, person-centered and multilevel constructs.

Recommended reading

Journal articles, book chapters.

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, Research

Assessment methods:

Written exam, Attendance

Keywords:

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

Faculty of Psychology and Neuroscience

Work Psychology

Full course description

This course provides knowledge about people at work in organisations. It will deal with key questions such as 'Why do people work?' and 'How do people work?' These questions will be addressed by discussing theories of work behaviour, and presents topics like job satisfaction, organisational commitment, work and health, the influence of technology on work, and so on. Using the knowledge gained, there will also be discussion about how jobs can (or should) be changed, to optimise an individual's performance and the well-being of the job incumbent. Furthermore, theories regarding emotional aspects of work will be discussed. At the end of this course students should be able to provide answers to questions such as: Does job satisfaction increase performance? Does increased performance determine increased job satisfaction? Is working in teams more effective than working alone?

Course objectives

Knowledge of: Psychological meaning of work, job commitment, job design, health and well-being, consequences of technology, changes in work.

Recommended reading

Various articles and book chapters (E-reader).

PSY4021

Period 1

5 Sep 2022

28 Oct 2022

[Print course description](#)

ECTS credits:

5.0

Instruction language:

English

Coordinator:

- [U.R. Hülshager](#)

Teaching methods:

Lecture(s), PBL

Assessment methods:

Written exam, Attendance

Keywords:

Work behaviour, job design, job satisfaction, emotional labour

Faculty of Psychology and Neuroscience

Organisation and Cognition

Full course description

To what extent can cognitive constructs and theories help us understand organisational behaviour? This course will focus on the interface of cognitive and organisational psychology and on two major perspectives which organisations and their members appear to take. By using an interpretive perspective, organisations and their members try to understand how organisational realities are constructed. This perspective allows us to make sense of events and, eventually, to set new goals or adapt existing goals. A second perspective focuses on how people and organisations select actions that lead to current (organisational) goals. This perspective is exemplified by behavioural decision research. Issues that will be addressed include: entrepreneurial cognition leadership, and strategic decision making; power, leadership and organisational justice; team cognition and team performance; creativity, innovation and knowledge management; trust, conflict and negotiation; and change management, organisational culture and cross cultural differences. Selected problems will provide student with insight into the field of aviation (e.g. low-fare market strategies, cockpit crew resource management, union disputes, cultural differences and airline alliances).

Course objectives

Knowledge of: Entrepreneurial behaviour, entrepreneurial cognition, strategic decision making, strategic management, power, leadership, complexity leadership, social identity theory, self-categorisation, team behaviour, transactive memory, team composition, team mental models, knowledge management, innovation, creativity, group creativity, multi-level analysis, survey methods, conflict management, negotiation, negotiator cognition, trust, organisational justice, organisational culture, cross cultural differences, change management.

Recommended reading

Journal articles.

PSY4023

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, Training(s)

Assessment methods:

Presentation, Written exam, Attendance

Keywords:

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

Faculty of Psychology and Neuroscience

Practical Training: The Future of Work - Part 1

PSY4127

Period 1

5 Sep 2022

28 Oct 2022

[Print course description](#)

ECTS credits:

0.0

Instruction language:

English

Coordinator:

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

Faculty of Psychology and Neuroscience

Practical Training: Virtual Collaboration for the Common Good

PSY4126

Period 2

31 Oct 2022

23 Dec 2022

[Print course description](#)

ECTS credits:

0.0

Instruction language:

English

Coordinator:

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

Faculty of Psychology and Neuroscience

Practical Training: The Future of Work - Part 2

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](#)

Internships

Research Internship

Faculty of Psychology and Neuroscience

Research Internship Graded

Full course description

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

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

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

Course objectives

Knowledge of:

Writing a proposal and conducting a supervised research project and reporting on the research results via a master's thesis.

Prerequisites

The Research Internship can only be started when at least 8 credits of the compulsory courses have been obtained of the modules offered in periods 1 and 2. In addition: certain 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:

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

Assessment methods:

Attendance, Final paper, Observation, Participation

Keywords:

proposal, internship, research, master's thesis

Faculty of Psychology and Neuroscience

Research Internship Ungraded

Full course description

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

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

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

Course objectives

Knowledge of:

Writing a proposal and conducting a supervised research project and reporting on the research results via a master's thesis.

Prerequisites

The Research Internship can only be started when at least 8 credits of the compulsory courses have been obtained of the modules offered in periods 1 and 2. In addition: certain 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, Working visit(s)

Assessment methods:

Attendance, Final paper, Observation, Participation

Keywords:

proposal, internship, research, master's thesis

Faculty of Psychology and Neuroscience

Research Methods for Work and Organisational Psychologists

Full course description

The second part of the one-year master's programme (from period 3 onwards), is devoted to arranging and conducting a research internship. Students commence their internship with the writing of a research proposal. To help students write their proposal and prepare them for the research internship, they must attend a series of lectures and practical assignments that will familiarise them with research methods and statistical techniques in work and organisational psychology research. In addition, they will learn more about gaining access to organisations and about planning their research project.

Course objectives

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

Recommended reading

Journal articles;

Tutorials (provided).

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), Research

Assessment methods:

Attendance

Keywords:

Methodology, statistics, setting up a research project.

Faculty of Psychology and Neuroscience

Research Proposal

Full course description

The second part of the one-year master's programme (from period 3 onwards), is devoted to arranging and conducting a research internship and training in professional skills. For the research internship students explore a research issue within their specialisation. Students start their internship with the writing of a research proposal. Students complete the master's programme by writing a thesis on research undertaken during their internship. The internship can be completed at Maastricht University or at an external host institution. In all cases, a student's research proposal and master's thesis will be evaluated by two assessors. At least one of these assessors is a (senior) researcher at the Faculty of Psychology and Neuroscience (FPN). The other assessor might be a (senior) researcher at, for example, the institute where the student collected their data. Information about research internships offered by external institutes or faculty members can be found on EleUM > Students Faculty of Psychology and Neuroscience > internships. This site also provides a detailed guide with practical information about the criteria for the research internship and the master's thesis.

Course objectives

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

Prerequisites

The Research Internship can only be started when at least 8 credits of the compulsory courses have been obtained of the modules offered in periods 1 and 2. In addition: certain 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, Working visit(s)

Assessment methods:

Attendance, Final paper, Observation, Participation

Keywords:

proposal, internship, Research, master's thesis.

Research Internship

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 can either be scheduled at the beginning of the semester (starting in January), or at the end of the semester, (starting in May). 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 approve the proposal subject to the listed activities meeting the goals of the course. Students may also opt to seek complementary training as part of the professional skills course, e.g., training related to psychological assessment. 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. A detailed guide on practical internships can be found on EleUM > Students Master Faculty of Psychology and Neuroscience.

Course objectives

Knowledge of: The work environment of a work and organisational psychologist. Further development of professional skills (needs analysis, document analysis, goal setting, assessment, intervention design, presenting, reporting, self-direction, digital literacy).

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

Assessment methods:

Attendance, Final paper, Observation

Keywords:

Professional training, professional practice, practical research, client contact

Faculty of Psychology and Neuroscience

Activity Report

Full course description

This course offers students an opportunity to practice professional skills in either a simulated or a real-life setting. It intends to stimulate further development of the primary competences of a work and organisational psychologist (e.g., competences related to needs analysis, goal setting, assessment, development and intervention design, evaluation, and communication). To achieve this, a series of assignments and workshops is scheduled over an eight-week period commencing in January. Assignments and workshops focus on needs assessment, document analysis, goal setting, reporting, interviewing, and presenting. In addition, activities highlight 21st century skills required to enhance employability of graduates in a world that seeks new ways of working. Students may opt to engage in an eight-week practical internship as an alternative for the skills training. This practical internship can either be scheduled at the beginning of the semester (starting in January), or at the end of the semester, (starting in May). 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 approve the proposal subject to the listed activities meeting the goals of the course. Students may also opt to seek complementary training as part of the professional skills course, e.g., training related to psychological assessment. 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. A detailed guide on practical internships can be found on EleUM > Students Master Faculty of Psychology and Neuroscience.

Course objectives

Knowledge of: The work environment of a work and organisational psychologist. Further

Master Psychology Specialisation Work & Organisational Psychology

development of professional skills (needs analysis, document analysis, goal setting, assessment, intervention design, presenting, reporting, self-direction, digital literacy).

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. Nievelein](#)

Teaching methods:

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

Assessment methods:

Attendance, Final paper, Observation

Keywords:

Professional training, professional practice, practical research, client contact

Thesis

Master's Thesis

Faculty of Psychology and Neuroscience

Master's Thesis

PSY4099

Year

9 Jan 2023

31 Aug 2023

[Print course description](#)

ECTS credits:

8.0

Instruction language:

English

Coordinator:

- [A. Nübold](#)

Internships

Research Internship

Faculty of Psychology and Neuroscience

Research Internship Graded

Full course description

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

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

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

Course objectives

Knowledge of:

Writing a proposal and conducting a supervised research project and reporting on the research results via a master's thesis.

Prerequisites

The Research Internship can only be started when at least 8 credits of the compulsory courses have been obtained of the modules offered in periods 1 and 2. In addition: certain 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:

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

Assessment methods:

Attendance, Final paper, Observation, Participation

Keywords:

proposal, internship, research, master's thesis

Faculty of Psychology and Neuroscience

Research Internship Ungraded

Full course description

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

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

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

Course objectives

Knowledge of:

Writing a proposal and conducting a supervised research project and reporting on the research results via a master's thesis.

Prerequisites

The Research Internship can only be started when at least 8 credits of the compulsory courses have been obtained of the modules offered in periods 1 and 2. In addition: certain 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, Working visit(s)

Assessment methods:

Attendance, Final paper, Observation, Participation

Keywords:

proposal, internship, research, master's thesis

Faculty of Psychology and Neuroscience

Research Methods for Work and Organisational Psychologists

Full course description

The second part of the one-year master's programme (from period 3 onwards), is devoted to arranging and conducting a research internship. Students commence their internship with the writing of a research proposal. To help students write their proposal and prepare them for the research internship, they must attend a series of lectures and practical assignments that will familiarise them with research methods and statistical techniques in work and organisational psychology research. In addition, they will learn more about gaining access to organisations and about planning their research project.

Course objectives

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

Recommended reading

Journal articles;

Tutorials (provided).

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), Research

Assessment methods:

Attendance

Keywords:

Methodology, statistics, setting up a research project.

Faculty of Psychology and Neuroscience

Research Proposal

Full course description

The second part of the one-year master's programme (from period 3 onwards), is devoted to arranging and conducting a research internship and training in professional skills. For the research internship students explore a research issue within their specialisation. Students start their internship with the writing of a research proposal. Students complete the master's programme by writing a thesis on research undertaken during their internship. The internship can be completed at Maastricht University or at an external host institution. In all cases, a student's research proposal and master's thesis will be evaluated by two assessors. At least one of these assessors is a (senior) researcher at the Faculty of Psychology and Neuroscience (FPN). The other assessor might be a (senior) researcher at, for example, the institute where the student collected their data. Information about research internships offered by external institutes or faculty members can be found on EleUM > Students Faculty of Psychology and Neuroscience > internships. This site also provides a detailed guide with practical information about the criteria for the research internship and the master's thesis.

Course objectives

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

Prerequisites

The Research Internship can only be started when at least 8 credits of the compulsory courses have been obtained of the modules offered in periods 1 and 2. In addition: certain 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, Working visit(s)

Assessment methods:

Attendance, Final paper, Observation, Participation

Keywords:

proposal, internship, Research, master's thesis.

Research Internship