

Work and Organisational Psychology specialisation

This specialisation focuses on people at work in organisations. It combines theoretical knowledge of the cognitive aspects of work, personnel and organisational psychology. Relevant questions in this domain are: How to design jobs so that people can work optimally and without putting their health and well-being at risk? Why do people work, what motivates them? How can industrial accidents be prevented? What determines team effectiveness? How can someone's ability to cooperate or to make decisions be evaluated? Which factors improve the quality of work life for the elderly? How should air traffic controllers be selected? Which job conditions help prevent burn-out? How can innovations be stimulated? These questions illustrate some of the issues that are studied in the field of Work and Organisational Psychology (WOP). Work and organisational psychologists look at various domains, like the services, the healthcare or the aviation sector. Students who complete this programme have knowledge of the major content areas of Work and Organisational Psychology with an emphasis on applied cognitive psychology. They learn how to apply techniques of job and task analysis; they learn how to determine standards of effectiveness and how to measure and evaluate human performance; they learn how to design and evaluate employee selection tests and organisational interventions; and they acquire the necessary skills for data collection and analysis and are able to conduct applied psychological research.

Title	Work Psychology
Academic year	Wordt automatisch ingevuld
Date last modified	Wordt automatisch ingevuld
Period	1
Code	PSY4021
ECTS credits	5
Organisational unit	Work and Social Psychology
Coordinator	Fred Zijlstra
Descriptions	This course focuses on people at work in organisations. It will provide answers to questions as why do people work? But also 'how do people work?' These questions will be addressed by discussing theories of work behaviour, and also of job satisfaction, commitment, work and health, the influence of technology on work, and so on. Using that knowledge it will also be discussed how jobs can (or should) be changed to optimise individual performance and well-being of the job incumbent. Furthermore, theories regarding emotional aspects of work will be discussed. At the end of this course you should be able to provide answers to questions as: Does job satisfaction increase performance or does increased performance cause more job satisfaction? Is work in teams more effective than work alone?
Goals	Knowledge of: Psychological meaning of work, job commitment, job design, health and well-being, consequences of technology; changes in work.
Instruction language	EN
Prerequisites	
Recommended literature	Various articles and book chapters (e-reader).
Teaching methods	Lecture(s) PBL
Assessment methods	Written exam
Key words	work behaviour, job design, job satisfaction, health, well-being, work and technology

Practicum bij PSY4021 Work Psychology: PSY4121 Practical training: Research in Field Setting

Title	Practical training: Research in Field Settings
Academic year	Wordt automatisch ingevuld
Date last modified	Wordt automatisch ingevuld
Period	1
Code	PSY4121
ECTS credits	-
Organisational unit	Work and Social Psychology
Coordinator	Fred Zijlstra
Descriptions	In this practical training, students will use methods and instruments that are designed to assess work demands and their effects on workers. A report has to be made describing findings and experiences.
Goals	Knowledge of: Methods and instruments, research, task analysis.
Instruction language	EN
Prerequisites	
Recommended literature	Literature of PSY4021.
Teaching methods	Assignment(s) Lecture(s) Research Skills Training(s) Work in subgroups Working visit(s)
Assessment methods	Attendance Final paper Observation Participation
Key words	task analysis, assessing job demands

Title	Human Resources
Academic year	Wordt automatisch ingevuld
Date last modified	Wordt automatisch ingevuld
Period	1
Code	PSY4022
ECTS credits	5
Organisational unit	Work and Social Psychology
Coordinator	Margje van de Wiel
Descriptions	<p>People are the core of organisations. They set the goals, plan, design, organise and carry out the work and run the business. To gain competitive advantage, organisations need to find, develop, and retain the best possible employees. In this course, students will reflect upon psychological research and theories that may contribute to human resource management practices in organisations. The practices discussed here are job analysis, selection and recruitment, training, performance appraisal and management, professional and career development and employee relations. In a strategic approach to human resource management, these practices need to be coordinated to achieve organisational goals, as 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 HRM practices.</p> <p>The course aims to connect research, theory and practice. Therefore, students discuss real-life examples of HRM practices in the problems and complete assignments in which they need to apply their new insight. In addition, students get 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 for selection and personnel development.</p>
Goals	<p>Knowledge of:</p> <p>Human research 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, work-life balance</p>
Instruction language	EN
Prerequisites	
Recommended literature	Journal articles, book chapters.
Teaching methods	<p>Assignment(s)</p> <p>Lecture(s)</p> <p>PBL</p>

	Presentation(s) Working visit(s)
Assessment methods	Written exam
Key words	human resource management practices, job analysis, selection and recruitment, training, performance appraisal and management, professional and career development, employee relations

Practica bij PSY4022 Human resources: PSY4122 Practical training: What is it like to be a Work and Organisational Psychologist?

Title	Practical training: What is it like to be a Work an Organisational Psychologist?
Academic year	Wordt automatisch ingevuld
Date last modified	Wordt automatisch ingevuld
Period	1
Code	PSY4122
ECTS credits	-
Organisational unit	Work and Social Psychology
Coordinator	Alicia Walkowiak, Margje van de Wiel
Descriptions	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 the findings in a job description and job/person specification. They also reflect on their own interviewing skills. The whole process is described in a short 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.
Goals	Knowledge of and practical experience with: Job analysis, job description, person specification, interviewing, work of work and organisational psychologists.
Instruction language	EN
Prerequisites	
Recommended literature	Journal articles, book chapters.
Teaching methods	Paper(s) Presentation(s) Training(s)
Assessment methods	Attendance Final paper
Key words	job analysis, interviewing , job description, person specification, Work and Organisational Psychology

Title	Organisation and Cognition
Academic year	Wordt automatisch ingevuld
Date last modified	Wordt automatisch ingevuld
Period	2
Code	PSY4023
ECTS credits	5
Organisational unit	Work and Social Psychology
Coordinator	Herco Fonteijn
Descriptions	<p>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 that organisations and their members appear to take. When choosing 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.</p> <p>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, airline customer service).</p>
Goals	<p>Knowledge of: Entrepreneurial behaviour, entrepreneurial cognition, strategic decision making, strategic management, power, leadership, complexity leadership, social identity theory, self-categorization, 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.</p>
Instruction language	EN
Prerequisites	
Recommended literature	Various articles.
Teaching methods	Assignment(s) Lecture(s) PBL Presentation(s) Skills Training(s)

Assessment methods	Presentation Written exam
Key words	strategy, leadership, power, team cognition, negotiation, change management.

*Practica bij PSY4023 Organisation and Cognition:
 PSY4123 Practical training: Surveys in Organisations
 PSY4124 Practical training: Conflict management*

Title	Practical training: Surveys in Organisations
Academic year	Wordt automatisch ingevuld
Date last modified	Wordt automatisch ingevuld
Period	2
Code	PSY4123
ECTS credits	-
Organisational unit	Work and Social Psychology
Coordinator	Ute Hulsheger
Descriptions	Setting-up and administering surveys as well as analysing and interpreting the collected data are inherent parts of the job of a work and organisational psychologist. Within this practical, students will get acquainted with those skills. Specifically, the following issues will be addressed: How do I set-up a questionnaire? How do I create and select items? How do I enter data in SPSS? How do I prepare data analysis? What are the first steps in analysing the data? Working on practical examples, students will get hands-on advice on designing questionnaires and preparing data analysis with SPSS.
Goals	Knowledge of: Methods for constructing and analysing surveys. Skills required for constructing and analysing surveys using SPSS.
Instruction language	EN
Prerequisites	
Recommended literature	
Teaching methods	Assignment(s) Presentation(s) Training(s)
Assessment methods	Attendance
Key words	item and survey construction, survey analysis, SPSS

Title	Practical training: Conflict Management
Academic year	Wordt automatisch ingevuld
Date last modified	Wordt automatisch ingevuld
Period	2
Code	PSY4124
ECTS credits	-
Organisational unit	Work and Social Psychology
Coordinator	Herco Fonteijn
Descriptions	As students are familiarised with complementing theoretical and empirical studies on conflict management and negotiation in this course, this practical training consists of exercises that confront students with organisational conflicts and provide experience with methods for resolving them. Through several role-playing exercises students will be given opportunities to examine ways of managing task-related conflict; to heighten awareness of personal responses when other people's motives are in question; to experience how personal attitudes can obstruct the negotiation process and uncover deeper issues beneath surface facts; and to recognise and avoid unproductive communicative behaviour.
Goals	Knowledge of: Conflict management and negotiation techniques and skills in applying them.
Instruction language	EN
Prerequisites	
Recommended literature	
Teaching methods	Assignment(s) Presentation(s) Work in subgroups
Assessment methods	Attendance
Key words	conflict management, negotiation, role playing

Title	Human Performance
Academic year	Wordt automatisch ingevuld
Date last modified	Wordt automatisch ingevuld
Period	2
Code	PSY4024
ECTS credits	5
Organisational unit	Work and Organisational Psychology
Coordinator	Robert van Doorn
Descriptions	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 motivation and differentiates between implicit and explicit aspects of motivation and includes the setting and achievement of goals as influential aspects of performance motivation. The second theme concerns effort regulation such as the mental motivation that fuels the amount of motivation invested in work. This theme also focuses on the often neglected difference between static and dynamic performance. The third theme deals with the occurrence of mistakes and possible accidents in a work context. The handling and prevention of these incidents are studied in terms of hazards and risk perception, and in the context of safety issues and the construct climate. In addition to learning how to study and explain these issues, students will come to understand that most research includes recommending improvements for the interaction between humans and their direct work environment in an organisational context.
Goals	Knowledge of: Implicit motives, motivation, self efficacy, social cognitive theory, goal setting theory, effort, mental resources, uni- and multidimensional resource models, self regulation of emotion and effort allocation, static and dynamic performance, repeated measures approach, general mental ability, personality, risk, hazard, risk perception, risky decision making, risk taking, homeostasis theory, errors, accidents, accident investigation, safety, safety climate, person centered and multilevel constructs.
Instruction language	EN
Prerequisites	
Recommended literature	Journal articles, book chapters
Teaching methods	Lecture(s) Paper(s) PBL Research Skills
Assessment methods	Written exam
Key words	motives and motivation, goal setting, effort regulation, dynamic performance, risks, risk perception, safety, safety climate

Title	Practical training: Data Analysis
Academic year	Wordt automatisch ingevuld
Date last modified	Wordt automatisch ingevuld
Period	2
Code	PSY4125
ECTS credits	1
Organisational unit	Work and Organisational Psychology
Coordinator	Robert van Doorn
Descriptions	<p>Students will study two existing datasets and will characterise the presented variables in terms of measurement scales. They will also formulate hypotheses regarding possible relationships between variables and suggest appropriate tests. They will report these ideas in concise, clear and comprehensive English.</p> <p>The practical prepares for and will be preceded by a training in the third period during which the same datasets are analysed via statistical tests and is thus also meant as part of the internship preparation.</p>
Goals	<p>Knowledge of: Description of variables, measurement scales, hypothesis formulation, relationships between variables, statistical tests</p>
Instruction language	EN
Prerequisites	
Recommended literature	Articles, books.
Teaching methods	Assignment(s) Lecture(s) Paper(s)
Assessment methods	Attendance Final paper
Key words	methodology and statistical knowledge, hypothesis formulation

Helemaal nieuw voor WOP!

Title	Research methods for Work and Organisational Psychologists
Academic year	Wordt automatisch ingevuld
Date last modified	Wordt automatisch ingevuld
Period	3
Code	PSY4094
ECTS credits	-
Organisational unit	Work and Social Psychology
Coordinator	Robert van Doorn
Descriptions	From period 3 onwards, the second part of the one-year master's programme is devoted to arranging and conducting a research internship. Students start their internship with the writing of a research proposal. To help students write their proposal and prepare them for the research internship, they will attend a series of lectures and practical assignments that will familiarise them with research methods and statistical techniques in work and organisational psychology. In addition, they will learn more about gaining access to organisations and about planning their research project.
Goals	Knowledge of: Observational methods, survey methods, experimentation, self-reports, questionnaire design and analysis, various statistical techniques, such as anova, (logistic) regression, multilevel analysis, and meta-analysis.
Instruction language	EN
Prerequisites	
Recommended literature	Various articles.
Teaching methods	Assignment(s) Lectures Research
Assessment methods	Attendance Participation
Key words	methodology, statistics, setting up a research project

Universeel voor vrijwel alle Master specialisaties. **Uitzondering hierop is: WOP. WOP heeft in Research proposal een nieuwe code, namelijk PSY4093. Dit houdt verband met het nieuwe WOP-practicum PSY4094.**

Title	Research proposal, Research internship and Master's thesis
Academic year	Wordt automatisch ingevuld
Date last modified	Wordt automatisch ingevuld
Period	3-6
Code	PSY4092, PSY4090, and PSY4091
ECTS credits	40 (5, 25, and 10, respectively)
Organisational unit	Clinical Psychological Science
Coordinator	Sandra Mulkens
Descriptions	<p>From period 3 onwards, the second part of the one-year master's programme is devoted to arranging and conducting a research internship. Students explore a research issue within their specialisation. As a result of the many international research contacts our faculty members have established, a number of students conduct their research internship abroad. Students start their internship with the writing of a research proposal. Students complete the master's programme by writing a thesis on their internship.</p> <p>The internship can be done at Maastricht University, at external research institutes or at other practically oriented institutions. In all cases, a student's research proposal and master's thesis will be evaluated by two assessors. At least one of these assessors is a (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.</p> <p>Information about research internships offered by 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.</p> <p>Each track has its own internships coordinator:</p> <p><i>Psychology and Law:</i> Kim van Oorsouw, Phone (043) 38 84050, 40 Universiteitssingel East, Room 3.767, Email: k.vanoorsouw@maastrichtuniversity.nl</p> <p><i>Health and Social Psychology:</i> Sandra Mulkens, Phone (043) 38 84052, 40 Universiteitssingel East, Room 3.755, Email: s.mulkens@maastrichtuniversity.nl</p> <p><i>Work and Social Psychology:</i> Robert van Doorn, Phone (043) 38 81926, 5 Universiteitssingel, Room 2.014, Email: r.vandoorn@maastrichtuniversity.nl</p> <p><i>Developmental Psychology:</i> Hans Stauder, Phone (043) 38 81933, 40 Universiteitssingel East, Room 4.736, Email: h.stauder@maastrichtuniversity.nl</p> <p><i>Cognitive Neuroscience:</i> Amanda Kaas, Phone (043) 38 82172, 40 Universiteitssingel East, Room 4.773, Email: a.kaas@maastrichtuniversity.nl</p>

	<p><i>Neuropsychology</i>: Caroline van Heugten, Phone (043) 84 213, 40 Universiteitssingel East, Room 2.736, Email: caroline.vanheugten@maastrichtuniversity.nl</p> <p>As mentioned above, research internships can also be done abroad. For possible internships abroad, please contact the research internship coordinator (see below).</p> <p>For practical information about international research internships (e.g. scholarship, visa), please contact the International Relations Office (IRO), Phone (043) 38 81920, 40 Universiteitssingel East, Room 1.768, Email: international-fpn@maastrichtuniversity.nl</p>
Goals	Knowledge of: Conducting a supervised empirical research project and summarising their research in the form of a master's thesis.
Instruction language	EN
Prerequisites	
Recommended literature	
Teaching methods	Assignment(s) Paper(s) Patiëntcontact Research Skills Working visit(s)
Assessment methods	Attendance Final paper Observation Participation
Key words	internship, research, master's thesis

Speciaal voor WOP-studenten, de volgende combinatie + SAP-codering:

Title	Research proposal, Research internship and Master's thesis
Academic year	Wordt automatisch ingevuld
Date last modified	Wordt automatisch ingevuld
Period	3-6
Code	PSY4093, PSY4090, and PSY4091
ECTS credits	40 (5, 25, and 10, respectively)
Organisational unit	Clinical Psychological Science
Coordinator	Sandra Mulkens

PLUS:

Title	Research methods for Work and Organisational Psychologists
Academic year	Wordt automatisch ingevuld
Date last modified	Wordt automatisch ingevuld
Period	3
Code	PSY4094
ECTS credits	-
Organisational unit	Work and Social Psychology
Coordinator	Robert van Doorn

Universeel voor alle Master specialisaties

Title	Psychodiagnostics registration
Academic year	Wordt automatisch ingevuld
Date last modified	Wordt automatisch ingevuld
Period	6
Code	PSY4925
ECTS credits	-
Organisational unit	Neuropsychology and Psychopharmacology
Coordinator	Petra Hurks, Sven Stapert
Descriptions	<p>The success of a treatment or decision depends on the correct identification of the problem situation: the diagnosis. Psychodiagnostics is the branch of psychology that evaluates individual problem situations with psychological assessments. These assessments are used in judgment and decision processes that have important consequences. Think for example of personnel selection processes, neurological evaluations and educational career decisions.</p> <p>To promote the quality of the psychodiagnostics profession, the Dutch Institute of Psychologists (NIP) has introduced a register for psychodiagnostics (i.e., the BAPD). To register students are required to masters the fundamental knowledge and skills that are rooted in accepted psychodiagnostic principles. The registration is awarded by the NIP. The student receives a NIP certificate with their master's diploma. The graduate is also incorporated in a public register that is managed by the NIP. Additional information about NIP registration and regulations can be found at: www.psynip.nl Or on EleUM in the 'Community' tab under 'Internships'.</p>
Goals	<p>Knowledge of:</p> <p>The registration is intended for students who aim for a career in a clinically oriented discipline of psychology or who plan to attend the Dutch postgraduate training programme for health care psychology (GZ-psychology).</p>
Instruction language	NL
Prerequisites	<p>The registration can be obtained for the specialisations <i>Developmental Psychology, Neuropsychology, Health and Social Psychology, Psychology and Law and Work and Organisational Psychology</i>. On the condition that they have completed a practical internship and composed three case reports, students who graduate in one of these master's specialisations and have a bachelor's degree in psychology - including the compulsory theoretical courses defined by the NIP (e.g., the course Psychodiagnostics) - will obtain the registration upon graduation. Students who graduate in one of the above specialisations and fulfil the requirements of the training period, but who hold a bachelor's degree in any other field, can only obtain the registration through the NIP.</p>
Recommended literature	
Teaching methods	<p>Patiëntcontact Skills Training(s)</p>
Assessment methods	<p>Final paper Observation Participation</p>
Key words	psychodiagnostics, clinical test use, health care psychologist

Overview[biologische] master 2012-2013

Period		Developmental Psychology		
Periode 0 03-09-2012 - 07-09-2012		Introduction week PSY 4950 PBL training for non-UM students*		
Period 1 10-09-2012 - 26-10-2012		PSY4031 Infancy	PSY4032 Perception, Attention and Motor Development	Practical trainings: PSY4033 Measuring Attention and Executive Functions in Behavioural Paradigms or PSY4034 EEG and ERP
Period 2 29-10-2012 - 21-12-2012		PSY4035 Development of Cognition and Language	PSY4036 Social Emotional Development	Practical training: PSY4037 Psychological Test
28 weeks		PSY4092 Research proposal, PSY4090 Research internship and PSY4091 Master's thesis		
Period		Cognitive Neuroscience		
Periode 0 03-09-2012 - 07-09-2012		Introduction week PSY 4950 PBL training for non-UM students*		
Period 1 10-09-2012 - 26-10-2012		PSY4051 Auditory and Higher Order Language processing	PSY4052 Perception and Attention	Practical training: PSY4034 EEG and ERP
Period 2 29-10-2012 - 21-12-2012		PSY4054 Neuroimaging: Functional MRI	PSY4055 The Cognitive Neuroscience of Sensory and Motor Systems	Practical training: PSY4056 fMRI
28 weeks		PSY4092 Research proposal, PSY4090 Research internship and PSY4091 Master's thesis		
Period		Neuropsychology		
Periode 0 03-09-2012 - 07-09-2012		Introduction week PSY 4950 PBL training for non-UM students*		
Period 1 10-09-2012 - 26-10-2012		PSY4061 Brain Damage	PSY4062 Behavioural Disorders	Practical training: PSY4063 Neuropsychologic al Assessment
Period 2 29-10-2012 - 21-12-2012		PSY4064 Arousal and Attention	PSY4067 Ageing	PSY4066 Practical training: Basic Cognitive Psychological Skill
28 weeks		PSY4092 Research proposal, PSY4090 Research internship and PSY4091 Master's thesis OF: PSY4080 Research proposal, PSY4081 Research internship and PSY4082 Master's		

	thesis + PSY4083 Clinical internship, PSY4084 Supervision and PSY4085 Clinical activities report (master NP clinical option)
--	---

**Students from Erasmus Rotterdam get an exemption for PBL training*