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 final assessment for this course is a numerical grade between 0,0 and 10,0.

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
2 Sep 2024
25 Oct 2024
Print course description
ECTS credits:
5.0
Instruction language:
English
Coordinator:

- U.R. Hülsheger

Teaching methods:

Lecture(s), PBL, Presentations
Assessment methods:
Written exam, Attendance
Keywords:
job design, work stress, recovery from work, emotional labour, workplace mistreatment, work-family interfacejob design, work-family interface
Faculty of Psychology and Neuroscience

Human Resources

Full course description

People are the core of organisations. They set the goals, plan, design, organise and carry out the work and run the business. To be successful, organisations need to find, develop, and retain the best possible employees. In this course, students will reflect upon psychological research and theories that may contribute to human resource management (HRM) practices in organisations. The practices discussed in this course are job analysis, recruitment, personnel selection and assessment, training, performance appraisal and performance management, continuous professional development, career development, talent management, compensation, employee relations and employee retention. The use of a strategic approach to human resource management means that the practices listed above need to be coordinated to achieve organisational goals, since they form sequential, but interdependent steps in employing personnel in an organisation. The organisational goals therefore need to be translated into criteria for employee behaviour, attitudes, and performance. Subsequently, instruments need to be selected or developed to measure whether the criteria are met. Students will discuss how these criteria can be set and tested and how the usefulness of HRM practices can be evaluated to improve organisational performance.

The course aims to connect research, theory and practice. Therefore, students must apply their knowledge to specific problems and complete assignments whilst using and discussing real-life examples of HRM practices. In addition, students gain insight into the field of Work and Organisational Psychology and HRM by interviewing professionals in the field in their practical training and by sessions organised by an HRM consultancy. In these sessions, they gain hands-on experience with assessment instruments and techniques used in selection processes and personnel development.
The corresponding practical for this course is: What is it like to be a Work and Organisational Psychologist?

The final assessment for this course is a numerical grade between 0,0 and 10,0.

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
2 Sep 2024
25 Oct 2024
Print course description
ECTS credits:
5.0
Instruction language:
English
Coordinator:

- M.W.J. van de Wiel

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.

The final assessment for this course is a numerical grade between 0,0 and 10,0.

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.

Master Psychology Specialisation Work & Organisational Psychology

PSY4140
Period 1
2 Sep 2024
25 Oct 2024
Print course description
ECTS credits:
1.0
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.

The final assessment for this course is a numerical grade between 0,0 and 10,0.

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.

PSY4138
Period 1
2 Sep 2024
25 Oct 2024
Print course description
ECTS credits:

Master Psychology Specialisation Work & Organisational Psychology

1.0
Instruction language:
English
Coordinators:

- A.L.T. Walkowiak
- F.E.R.M. Nievelstein

Teaching methods:
Paper(s), Presentations, Skills
Assessment methods:
Attendance, Final paper, Presentation
Keywords:
Job analysis, interviewing, job description, person specification, work and organisational psychology
Faculty of Psychology and Neuroscience

Organisational Psychology

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

The final assessment for this course is a numerical grade between 0,0 and 10,0.

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.

PSY4023
Period 2
28 Oct 2024
20 Dec 2024
Print course description
ECTS credits:
5.0
Instruction language:
English
Coordinators:

- B.P.I. Fleuren
- R.L.J. Rutten

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

Motivation & Performance

Full course description

Performance and motivation are central themes in the field of work and organizational psychology. For organizations, it is important that employees can perform in an optimal way, and in this course we will address factors that influence the performance and motivation levels of employees, while at the same time also taking the perspective of the employee by also focusing on the link between performance and wellbeing. Hence, this course focuses on the factors that affect employee performance and motivation in the work environment. Students will learn about different factors that influence performance and motivation and they will develop an understanding of different topics with a focus on the underlying models and theories, and the employed methodologies and measurement instruments.
The first part of this course focuses on motivation and effort regulation. Different types of motivation will be discussed, as well as motivational theories. Related to this, the role of mental effort and resources will be discussed. Next, the focus will be on (interruptions on) work flow and the role of concentration. We will also discuss different types of performance (such as organizational citizenship behaviour and counterproductive work behaviour). Students will study the concept of job performance not only as a static construct, but also as a dynamic process, in which we will focus on learning and adaptation. Lastly, the link between performance and wellbeing at work will also be discussed.

Master Psychology Specialisation Work & Organisational Psychology

The final assessment for this course is a numerical grade between 0,0 and 10,0.

Course objectives

Students should be able to:

- read and understand literature that describes research related to the cognitive processes underlying different 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
28 Oct 2024
20 Dec 2024
Print course description
ECTS credits:
5.0
Instruction language:
English
Coordinator:

- A.L.T. Walkowiak

Teaching methods:
Lecture(s), PBL
Assessment methods:
Written exam, Attendance
Keywords:
motivation, goal setting, effort regulation, dynamic performance, flow, 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 topic that is judged to be societally relevant in Indonesia and linked to sustainable development goals. 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.

The final assessment for this course is pass or fail - and not a numerical grade between 0,0 and 10,0.

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.

PSY4139
Period 2
28 Oct 2024
20 Dec 2024
Print course description
ECTS credits:
1.0
Instruction language:
English
Coordinator:

- H.T.H. Fonteijn

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

The final assessment for this course is a numerical grade between 0,0 and 10,0.

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.

PSY4141
Period 2
28 Oct 2024
20 Dec 2024
Print course description
ECTS credits:
1.0
Instruction language:
English
Coordinator:

- B.P.I. Fleuren

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

Mentorship WOP

Full course description

The Mentor programme is closely connected to PSY4142 (research proposal).

This module aims at making our new Master students feel comfortable at FPN. Our mentors share their experience in academia with the students and by doing so broaden the students' horizon. They guide the students in the transfer from a BA to a MA study level and support the students' adjustments to international, multicultural, interdisciplinary, and PBL based education. Also, the mentors provide preparation, orientation and reflection on study progress, internship choices, and post-Master career options.

Voluntary but highly recommended meetings are scheduled for the students. The main themes of those meetings are 1) starting at UM, 2) the research internship and 3) future career, but the meetings are open for other topics based on student needs.

Upon request, the mentor also engages individually with a student.

There is no assessment for this module. You will only receive feedback on completed assignments.

Course objectives

Intended learning outcomes (ILO's) are tailored to the individual student, but do relate to study and research skills, employability and global citizenship education. Main goals are as described above.

PSY4952
Year
1 Sep 2024
31 Aug 2025
Print course description
ECTS credits:
0.0
Instruction language:
English
Coordinator:

- G.A. ten Hoor

Teaching methods:
Work in subgroups
Keywords:
mentor, personal growth
Projects

Research Internship

Faculty of Psychology and Neuroscience

Research Internship Graded

Full course description

During the second part of the one-year master's program (from period 3 onwards), students conduct a research internship that involves 1) writing of a research proposal, and preparing and planning of the research project, 2) conducting the research project, and 3) analyzing the results of the research project. This work will result in an individually written 4) master's thesis.

The internship can be carried out at Maastricht University, at an external research institute or at other, more practically oriented institutions. In all cases, a student's research proposal and master's thesis will be evaluated by two assessors.

Information about research internships can be found on AskPsy:
https://www.askpsy.nl/internship/home

This module is not applicable for students of the Master Neuropsychology who choose to do an additional clinical internship.

The final assessment for this course is a numerical grade between 0,0 and 10,0.

Course objectives

Students are able to:

Conduct a supervised empirical research project and summarize this research in a master's thesis.

Prerequisites

The Research Internship can only be started when at least 8 credits of the compulsory core courses have been obtained of the modules offered in periods 1 and 2. The research proposal must be assessed as sufficient by both assessors and there must be ethical approval for the research project before the start of the data collection. In addition: certain Research Internships may require that practical or skills training(s) have been completed.

PSY4178
Year
1 Sep 2024
31 Aug 2025
Print course description
ECTS credits:
6.0
Instruction language:
English
Coordinator:

- G.C. Kraag

Teaching methods:
Assignment(s), Paper(s), Research, Skills
Assessment methods:
Attendance, Final paper, Participation, Observation
Keywords:
Academic skills, internship, research, Research proposal, master's thesis
Faculty of Psychology and Neuroscience

Research Internship Ungraded

Full course description

During the second part of the one-year master's program (from period 3 onwards), students conduct a research internship that involves 1) writing of a research proposal, and preparing and planning of the research project, 2) conducting the research project, and 3) analyzing the results of the research project. This work will result in an individually written 4) master's thesis. Step 1 will be done in period 3, steps 2 to 4 from period 4 onwards.

The internship can be carried out at Maastricht University, at an external research institute or at other, more 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 staff member at the Faculty of Psychology and Neuroscience (FPN).

Information about the research internship can be found on AskPsy:

Master Psychology Specialisation Work & Organisational Psychology

https://www.askpsy.nl/internship/home

This module is not applicable for students of the Master Neuropsychology that attend a clinical internship.

The final assessment for this course is a numerical grade between 0,0 and 10,0.

Course objectives

Students are able to :

conduct a supervised empirical research project and summarize this research in 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. Furthermore, the research proposal must be assessed as sufficient by both assessors and must be ethically approved before the start of the data collection. In addition: Certain Research Internships may require that practical or skills training(s) have been completed.

PSY4179
Year
1 Sep 2024
31 Aug 2025
Print course description
ECTS credits:
9.0
Instruction language:
English
Coordinator:

- G.C. Kraag

Teaching methods:
Assignment(s), Paper(s), Research, Skills
Assessment methods:
Attendance, Final paper, Participation, Observation
Keywords:
Academic skills, internship, research, Research proposal, master's thesis
Faculty of Psychology and Neuroscience

Academic Skills

Full course description

In this course, the research proposal is drafted in preparation for the research internship. The course serves to provide students with general skills and a source of information about academic research. The course thereby supports the development of the research proposal and subsequent execution of the internship via assignments, workshops, and lectures that allow students to practice

and develop their academic skills.

The research proposal describes what you will investigate, why it is important, and how you will do the research. The format of a research proposal varies between (sub)fields, but most proposals should contain at least these elements: Cover page, Introduction, Literature Review (incl background, relevance, and research question), Research design and methods, Reference list, and a Timeline/planning. Students discuss the content of the proposal with their internship supervisors (preferably 2-3 months prior to the official start of the internship).

This module is not applicable for (the subsample of) students of the Master Neuropsychology that complete a clinical internship.

The final assessment for this course is pass or fail - and not a numerical grade between 0,0 and 10,0.

Course objectives

- to produce a scientifically sound research proposal;
- to adequately prepare for a research internship.

Mandatory ILO’s are:

- students know what the criteria/guidelines are for writing a research proposal;
- students know what transparency in science is (including data management and research ethics);
- students recognize ethical aspects of conducting research and are able to complete an ethics application.
- students are familiar with the key concepts of open science including preregistration.

Additional ILO’s (if skills are not yet mastered) are:

- students are able to execute a literature review;
- students are able to use a reference manager;
- students are able to select a research design and corresponding methods for a research project;
- students understand basic statistical techniques;
- students can explain characteristics of academic writing and are able to implement and apply that knowledge to the writing of a research proposal.

(this list is just an example, and will be updated each year, based on student and supervisor needs)

PSY4775
Year
6 Jan 2025
4 Apr 2025
Print course description
ECTS credits:
0.5
Instruction language:
English
Coordinator:

- G.A. ten Hoor

Master Psychology Specialisation Work & Organisational Psychology

Teaching methods:
Assignment(s), Lecture(s)
Assessment methods:
Final paper
Keywords:
Academic skills, research skills, methods, statistics, writing, 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.

The final assessment for this course is pass or fail - and not a numerical grade between 0,0 and 10,0.

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

PSY4094
Period 4
3 Feb 2025
4 Apr 2025
Print course description
ECTS credits:
0.0
Instruction language:
English
Coordinator:

- U.R. Hülsheger

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

In this course, the research proposal is drafted in preparation for the research internship. The course serves to provide students with general skills and a source of information about academic research. The course thereby supports the development of the research proposal and subsequent execution of the internship via assignments, workshops, and lectures that allow students to practice and develop their academic skills.

The research proposal describes what you will investigate, why it is important, and how you will do the research. The format of a research proposal varies between (sub)fields, but most proposals should contain at least these elements: Cover page, Introduction, Literature Review (incl background, relevance, and research question), Research design and methods, Reference list, and a Timeline/planning. Students discuss the content of the proposal with their internship supervisors (preferably 2-3 months prior to the official start of the internship).

This module is not applicable for (the subsample of) students of the Master Neuropsychology that complete a clinical internship.

The final assessment for this course is pass or fail - and not a numerical grade between 0,0 and 10,0.

Course objectives

- to produce a scientifically sound research proposal;
- to adequately prepare for a research internship.

Mandatory ILO’s are:

- students know what the criteria/guidelines are for writing a research proposal;
- students know what transparency in science is (including data management and research ethics);
- students recognize ethical aspects of conducting research and are able to complete an ethics application.
- students are familiar with the key concepts of open science including preregistration.

Additional ILO’s (if skills are not yet mastered) are:

- students are able to execute a literature review;
- students are able to use a reference manager;
- students are able to select a research design and corresponding methods for a research project;
- students understand basic statistical techniques;
- students can explain characteristics of academic writing and are able to implement and apply that knowledge to the writing of a research proposal.

(this list is just an example, and will be updated each year, based on student and supervisor needs)

Master Psychology Specialisation Work & Organisational Psychology

PSY4142
Year
6 Jan 2025
4 Apr 2025
Print course description
ECTS credits:
4.5
Instruction language:
English
Coordinator:

- G.A. ten Hoor

Teaching methods:
Assignment(s), Lecture(s)
Assessment methods:
Final paper
Keywords:
Academic skills, Research skills, methods, statistics, writing, Internship

Research Internship

Thesis

Master's Thesis

Faculty of Psychology and Neuroscience

Master's Thesis

Full course description

During the second part of the one-year master's program (from period 3 onwards), students conduct a research internship that involves 1) writing of a research proposal, and preparing and planning of the research project, 2) conducting the research project, and 3) analyzing the results of the research project. This work will result in an individually written 4) master's thesis.

The internship can be carried out at Maastricht University, at an external research institute or at other, more practically oriented institutions. In all cases, a student's research proposal and master's thesis will be evaluated by two assessors.

Information about research internships can be found on AskPsy:
https://www.askpsy.nl/internship/home

This module is not applicable for students of the Master Neuropsychology who choose to do an additional clinical internship.

The final assessment for this course is a numerical grade between 0,0 and 10,0.

Course objectives

Students are able to :

- conduct a supervised empirical research project and summarize this research in a master's thesis.

Prerequisites

The Research Internship can only be started when at least 8 credits of the compulsory core courses have been obtained of the modules offered in periods 1 and 2. The research proposal must be assessed as sufficient by both assessors and there must be ethical approval for the research project before the start of the data collection. In addition: certain Research Internships may require that practical or skills training(s) have been completed.

PSY4091
Year
3 Feb 2025
31 Aug 2025
Print course description
ECTS credits:
10.0
Instruction language:
English
Coordinator:

- G.C. Kraag

Teaching methods:
Assignment(s), Paper(s), Research, Skills
Assessment methods:
Attendance, Final paper, Observation, Participation
Keywords:
Academic skills, internship, research, research proposal, master's thesis
Elective courses

Electives

Faculty of Psychology and Neuroscience

Selection and training

Full course description

In this elective, students will practice with designing an assessment center, with structured interviews and with training design and evaluation. This elective will start with an opening lecture, in which the structure of the elective will be explained and in which they will learn the relevant theoretical background on assessment centers, structured interviews, and trainings. After that, they will read relevant literature on these topics and start to work in small groups on designing an assessment center. In the first group meeting, they will present their assessment centers to each

other and receive feedback on it. In the next group meeting, they will practice a structured interview, in which they will do roleplays in which half of them plays the role of the interviewer and the other half the role of the candidates. Halfway through the meeting, they will switch roles. Finally, they will design a training in small groups and conduct this training during the final group meeting. Again, half of them will start as the trainers, and the other half of the group will be the trainees. During this meeting they will also switch roles.

Course objectives

- Students will get acquainted with assessment centers: they will learn about the procedures and validity of this selection tool;
- Students will practice and improve their interview skills by conducting a structured interview;
- Students will learn theories about training design and practice their skills by designing and evaluating a training;
- Students will improve their employability by learning more about and practicing with selection and training methods.

PSY9103
Period 3
6 Jan 2025
9 Feb 2025
Print course description
ECTS credits:
3.0
Instruction language:
English
Coordinators:

- A.L.T. Walkowiak
- F.E.R.M. Nievelstein

Teaching methods:
Lecture(s), PBL, Assignment(s), Skills, Work in subgroups
Assessment methods:
Assignment, Attendance, Observation, Presentation
Keywords:
Selection, training, Assessment Center, Role play
Faculty of Psychology and Neuroscience

Systemic Coaching for Psychologists

Full course description

Coaching can be defined as a developmental, tailor-made intervention in which a professional coach utilizes collaborative, reflective, and goal-oriented strategies to facilitate the development and performance of individuals or groups. Coaching puts coachees as learners at the center of the coaching experience, thereby aiming to promote their self-awareness and personal responsibility and unlock their full potential.

In this elective students will learn about the basic principles of systemic coaching (a form of coaching in which the larger system in which we all operate is considered) and will get to know a

variety of cognitive, motivational, and behavioral techniques to help coachees achieve a mutually identified goal. In this elective students will form groups of three: Every student will act as a coach, but will also be coached by a peer, and additionally act as an observer who provides meaningful feedback on the coaching process.

Course objectives

After this course students are able to:

- explain the basic principles of systemic coaching;
- differentiate psychological theories on the topic of personal development;
- understand the effects of different coaching techniques;
- independently design a coaching session for a client;
- flexibly and spontaneously apply different coaching tools based on the (changing) needs of a client;
- reflect on their own strengths and weaknesses in their role as a coach;
- reflect on their progress regarding a goal in their role as a coachee;
- provide meaningful feedback to coaches in their role as an observer;

PSY9101
Period 3
6 Jan 2025
9 Feb 2025
Print course description
ECTS credits:
3.0
Instruction language:
English
Coordinator:

- A. Nübold

Teaching methods:
Lecture(s), Assignment(s), Work in subgroups, Skills
Assessment methods:
Attendance, Participation, Observation, Oral exam
Keywords:
systemic coaching; psychological theories; cognitive, motivational, behavioral techniques; self-help; flexibility; self-reflection; personal development
Faculty of Psychology and Neuroscience

Introduction to Programming in Python

Full course description

The work of many high-skilled jobs now requires more advanced computer skills than ever before. Skilled professionals ought to be able to use programming to efficiently process and visualize data, without being limited by the tools conventional programs offer. This elective focuses on understanding and solving problems using programming.

You will learn how to think in terms of algorithms, moving from identifying a problem to creating a

step-by-step solution (in the form of code). You will learn how to program in Python, a free, open-source, platform-independent, and continuously maintained programming language. Python is a powerful dynamic programming language that is used in a variety of applications and domains.

Once you know how to program in Python, it will be much easier for you to learn other – more specialised or more general-purpose – languages (such as Matlab, R, or C).

Course objectives

During the elective, students will develop a basic understanding of programming in general and the Python programming language specially.

After this course, students:

- Have a basic understanding of how to program and be able to think in terms of algorithms.
- Have a working knowledge of the Python programming language specifically (data types, variables, operators, control-flow, and loops).
- Are able to write well-commented Python scripts.
- Are able to write functions to automate particular tasks.
- Are able to debug (fix) Python code.
- Are able to understand basics of scientific computing (numpy & matplotlib).

PSY9102
Period 3
6 Jan 2025
9 Feb 2025
Print course description
ECTS credits:
3.0
Instruction language:
English
Coordinators:

- M. Enan
- J.J.G. van Haren

Teaching methods:
Skills, Assignment(s)
Assessment methods:
Assignment, Participation
Keywords:
Programming skills, Python, Algorithms
Faculty of Psychology and Neuroscience

The global SDGs: From problem to solution

Full course description

Psychologists are invaluable sources of knowledge and allies for global governments in helping them to achieve the 17 Sustainable Development Goals (SDGs), https://sdgs.un.org/goals. After all, many of the current global challenges require a deep knowledge of human cognition, motivation, emotion,

and behaviour – as well as how to change these. Indeed, humans, and human behaviour, are central to achieving many of the (sub-)SDGs, whether it is a reduction of reliance on fossil energy sources, achieving gender equality, or creating optimal health and wellbeing. In this course, you will be introduced to and practice with the PATH model (Problem – Analysis – Test- Help). Using this protocol, you will (a) describe and analyse the psychology behind one of the SDGs, and (b) come up with 'solutions' – interventions – that enable this SDG to be attained. Your final (group) report will take the form of a policy brief.

Course objectives

Students are able:

- to apply psychological principles to global/societal problems (SDGs);
- to acquire basic knowledge of the cognitive, motivational, emotional, social, and behavioural factors are at the core of many societal and global challenges;
- to engage in creative problem solving while designing an intervention;
- to reflect on ethical and moral dimensions of an applied psychological problem;
- to take perspectives of other (sub)disciplines and stakeholders outside academia;
- to present research and recommendations to a non-specialized audience
- to work in teams

PSY9104
Period 3
6 Jan 2025
9 Feb 2025
Print course description
ECTS credits:
3.0
Instruction language:
English
Coordinators:

- J.G. Zimmerman
- A. Pawlowska

Teaching methods:
Lecture(s), Work in subgroups, Paper(s), Presentations
Assessment methods:
Final paper, Attendance
Keywords:
applied psychology, global citizenship, psychological literacy, creative problem solving, social responsibility, change agency
Faculty of Psychology and Neuroscience

Clinical Assessment

Full course description

To be able to treat a client effectively, mental health professionals first need to perform a clinical assessment of the client. This assessment refers to the collection of information and consequently drawing conclusions about the client's symptoms and disorder(s). For this purpose, the health

professional does observations, administers (neuro)psychological tests, and interviews the client. In this course, we will introduce you to such clinical assessment. During the first sessions, we acquaint you with screening tools that are used in the earliest stages. Next, we go more in-depth and you will learn to administer tests that are commonly done as follow-up for a number of disorders. For example, you acquire skills to administer Anxiety and Depression scales, to run neuropsychological tests for the measurement of attention and memory, and you will be acquainted with tools to examine potential problems with sensory integration. In all cases, we discuss which types of tests are used across the life span. At the end of the course, for the materials studied, you are able to develop a basic screening protocol with follow-up testing.

Course objectives

At the end of this course, students are able to:

- Develop an assessment plan for a client based on the initial referral by a general practitioner
- Complete an initial mental screening of a client
- Use and analyse follow-up assessment tools in the field of Anxiety, Depression, Attention, Memory, or Sensory Integration
- Evaluate the outcome of a clinical assessment

PSY9105
Period 3
6 Jan 2025
31 Jan 2025
Period 4
10 Feb 2025
23 Mar 2025
Print course description
ECTS credits:
3.0
Instruction language:
English
Coordinators:

- A. Sambeth
- A.L. Smitten

Teaching methods:
Lecture(s), Presentations, Skills, Work in subgroups
Assessment methods:
Presentation
Keywords:
Clinical reasoning, Screening (protocol), (neuro)psychological assessment, observation, interviewing
Faculty of Psychology and Neuroscience

Negotiation and Mediation

Full course description

In this elective, students will focus on negotiations and mediation skills. The elective will start with a lecture to explain the structure of the course and to introduce the topic of negotiation to them. In

this lecture, they will already learn about the most important theories and strategies that can be used for negotiation and mediation in different contexts. After the lecture, they will read literature to prepare them to practice their negotiation skills. TrainTool will be used to practice these skills. We will use the Harvard principles of negotiation in this elective. In TrainTool, they will first practice the first two principles, after which they will have a group meeting in which we will do a role play focusing on these two principles. Then, they will again practice with Traintool, now focusing on the last two principles, and we will end the course with another role play in the group meeting.

Course objectives

- Students will learn about different theories and strategies for negotiation;
- Students will practice their negotiations skills based on the Harvard principles of negotiation.

PSY9106
Period 3
6 Jan 2025
31 Jan 2025
Print course description
ECTS credits:
3.0
Instruction language:
English
Coordinators:

- A.L.T. Walkowiak
- C.J. Zelihsen

Teaching methods:
Lecture(s), Assignment(s), PBL, Skills, Work in subgroups
Assessment methods:
Assignment, Attendance, Observation, Presentation
Keywords:
negotiation, mediation, roleplay
Faculty of Psychology and Neuroscience

Introduction to Programming in Matlab

Full course description

The aim of this elective is twofold:

1. Develop basic and generalizable programming skills in MATLAB;
2. Utilize programming to handle and visualize big data, such as those encountered in Neuroscientific research.

MATLAB is a widely used programming and numeric computing platform. Through this elective, you will familiarize with basic MATLAB programming and will learn how to use it to handle, analyze and visualize multidimensional datasets like those encountered in neuroscience and neuroimaging research, business, marketing, social and natural sciences.

Through the course we will explore examples of how to use programming to speed up computations,

construct, analyze and visualize time-series (e.g., EEG data, market and financial trends).

At the end of the course, you will write a report in subgroups about the data analysis approach you adopted to analyze time-series data and on how you interpreted results.

Course objectives

With this course, students will:

1. develop fundamental and generalizable programming skills in MATLAB;
2. learn how to use programming to handle and visualize multidimensional datasets;
3. learn how to summarize, visualize and interpret the results of their analyses.

PSY9107
Period 4
10 Feb 2025
23 Mar 2025
Print course description
ECTS credits:
3.0
Instruction language:
English
Coordinators:

- G. Valente
- A. Criscuolo

Teaching methods:
Lecture(s), Skills, Work in subgroups
Assessment methods:
Assignment, Attendance, Final paper
Keywords:
Programming; MATLAB; data analysis.
Faculty of Psychology and Neuroscience

Science Communication

Full course description

In this 5-week course students will practice presenting science to a broad audience in written format and (online) presentations. They will write a blog post (assignment 1) about a scientific topic of choice, to practice how to summarize complex information in a reader-friendly manner. Furthermore, students will make a video about a scientific topic (assignment 2). In the course, the students will learn how to target their presentation to the audience, how to organize their presentation, and how to use visual aids.

This course will provide students the opportunity to hone their written, visual, and verbal presentation skills. The ability to present complex information in written or visual form can help to become and effective communicator in the workplace or to engage more with larger audiences.

The students will have 9 meetings within the course (lectures, workshops and PBL meetings).

Course objectives

After this course, students are able to:

- write about scientific topics for a broad audience
- summarize complex information
- present scientific information in the format of a video
- organize the content of a (digital) presentation
- use visual aids in (digital) presentations

PSY9108
Period 4
10 Feb 2025
23 Mar 2025
Print course description
ECTS credits:
3.0
Instruction language:
English
Coordinator:

- A.E.M. Hendriks

Teaching methods:
Lecture(s), PBL, Skills, Assignment(s)
Assessment methods:
Final paper, Presentation, Attendance
Keywords:
Writing skills, (digital) presentation skills
Faculty of Psychology and Neuroscience

Individual Elective

Full course description

Students work on an assignment (structured literature review, research project) under the supervision of a member of the scientific staff of Maastricht University, resulting in a written product (e.g. literature review, research report). Students take the initiative to locate and arrange a FPN supervisor for the elective. The elective topic, content and format will be determined by mutual agreement between student and supervisor. The assignment should be different/clearly separate from the actions that will be taken in the research internship and the written final product should be a separate product from the master thesis. Students are expected to devote 168 hours to the Individual elective. Students aiming to follow an individual elective should hand in an individual elective proposal, signed by the supervisor, to the coordinator of the individual elective for approval.

Course objectives

Students are able to:

Students are able to:

- identify gaps in their own knowledge and abilities and develop an individual learning plan accordingly.
- communicate scientific literature and/or report on a research project.

PSY9109
Period 3
6 Jan 2025
31 Jan 2025
Print course description
ECTS credits:
6.0
Instruction language:
English
Coordinators:

- G.J.A.M.L. Uitdewilligen
- G.A. ten Hoor

Teaching methods:
Assignment(s), Research
Assessment methods:
Final paper
Keywords:
Elective, paper assignment
Faculty of Psychology and Neuroscience

Internship Elective

Full course description

During the elective internship, psychology master students (can) practice applying theoretical knowledge to practice and gain relevant practical experience, while working in an institution or company. Students are expected to devote 168 hours to the elective internship.

Students can only be enrolled in this elective, if they have found an internship on their own before December 1st. Students can work in a variety of 'settings': e.g., a (mental) health care facility, rehabilitation centers, schools, but also companies, such as HR consultancies. Suitable institutions or companies provide students the opportunity to gain practical experience, relevant for becoming a psychologist. If the student wants to obtain ECTS for this practical work, the internship (the institution or company and the content of the internship) has to be approved by the elective internship coordinator before the student starts working there. Students can only obtain ECTS for work conducted at one (and not multiple) institute(s). During this practical, students need to work under the supervision of a supervisor with an academic degree in psychology or a related field. At the start of the practical, the student drafts a personal development plan (PDP), defining the learning objectives for the internship. In addition to the work experience, the student must write a report about this experience. As such, the student will get more insight into the work setting(s) of a psychologist and they will gain experience with applying knowledge and skills essential for being a psychologist. Note: this practical experience cannot be used to fulfil the prerequisites regarding the theoretical background and working experience set for the psychodiagnostics registration (i.e., the BAPD) and/or vLOGO. This module is only relevant for FPN students and not available for Exchange students.

Course objectives

The student:

- obtains insight into the work setting(s) of a psychologist;
- gains experience with applying knowledge and skills essential for being a psychologist
- develops the ability to apply scientific insights to reflect upon practices in the field.

PSY9110
Period 3
6 Jan 2025
31 Jan 2025
Print course description
ECTS credits:
6.0
Instruction language:
English
Coordinator:

- M.D. Schilbach

Teaching methods:
Assignment(s)
Assessment methods:
Final paper
Keywords:
internship, Practical, Organisation
Faculty of Psychology and Neuroscience

Introduction to Statistics in R

Full course description

R is a programming language frequently used in data science and related fields for data processing, data visualization, and statistical analysis. Working with data in R requires writing code, which makes the data processing steps and analysis procedure transparent and reproducible. The core functions of R are being continually expanded by a community of users who write and maintain packages containing more specialist functions, meaning that R is a flexible tool that is adaptable to a very wide range of data types (e.g., questionnaire responses, neurophysiological data), while a broad spectrum of data analysis approaches are catered for.

Designed for users with little or no experience with R, this course will make use of RStudio, an open-source program that facilitates the writing and storage of R code. Students will be introduced to the basic steps of data processing, visualization, and analysis. These procedures will taught and practiced in the context of experimental data. Critically, students will be empowered to troubleshoot their own code, by identifying problems in their code and seeking potential solutions in the documentation or online. Students will thereby be able to begin writing their own code independently.

Course objectives

After completing this course, students will be able to:

1. Import and handle data in R
2. Create graphs and run basic statistical analyses in R
3. Document data analysis output from R

PSY9114
Period 3
10 Feb 2025
23 Mar 2025
Print course description
ECTS credits:
3.0
Instruction language:
English
Coordinator:

- M.D. Hilton

Teaching methods:
Lecture(s), Skills, Work in subgroups
Assessment methods:
Attendance, Assignment
Keywords:
Programming; R; data analysis; statistics