

Work & Organisational Psychology

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Maastricht University



What is Work & Organisational Psychology?

- Understanding human behaviour in the workplace



Topics in W&O Psychology

- **Personnel Psychology (HRM)**
 - Personnel selection, development and training, ...

The screenshot shows the Philips website's Human Resources Leadership Gateway page. At the top, the Philips logo is displayed with the tagline "sense and simplicity". A navigation bar includes links for Consumer Products, Healthcare, Lighting, Contact and Support, and Company and Press. A search bar is located in the top right corner. The main content area features a large image of a man in a suit sitting in a yellow chair, with the title "Human Resources Leadership Gateway" and a "click here to apply" button. A sidebar on the left lists various company sections, and a "Page options" box is visible on the right. The text below the image describes the role of HR leaders at Philips and provides information about the Human Resources Leadership Gateway (HRLG).

PHILIPS
sense and simplicity

Choose country / language
Search

Consumer Products Healthcare Lighting Contact and Support **Company and Press**

About Philips

You are here: Home > Company and Press

- Company Profile
- Businesses & Suppliers
- Our Brand
- Design
- Research
- Sustainability
- News Center
- Investor Relations
- Careers

Human Resources Leadership Gateway

Page options

- Print this page
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[click here to apply](#)

Ticket to the top of HRM

The Human Resources leaders at Philips hold the key to our future business success. They are the ones who can add value to the company across the board – to management, employees, customers and shareholders. They play a significant role in driving business performance, strengthening the capabilities of both people and the organization. And they help create cultural change.

All of this needs a high level of business acumen and functional expertise. That is why we are looking for exceptional HR talent – passionate, business-savvy professionals with a successful track record and the potential to rise to executive positions.

If that describes you, Philips' Human Resources Leadership Gateway (HRLG) could be your ticket to the top.

Take the lead

If you are an ambitious HR professional, qualified with a Masters Degree and you have a proven track record of eight to ten years in strategic and/or operational HR, you could be the person we need to drive our 'growth through innovation' strategy forward.

HUMAN RESOURCES LEADERSHIP GATEWAY

Topics in WO Psychology

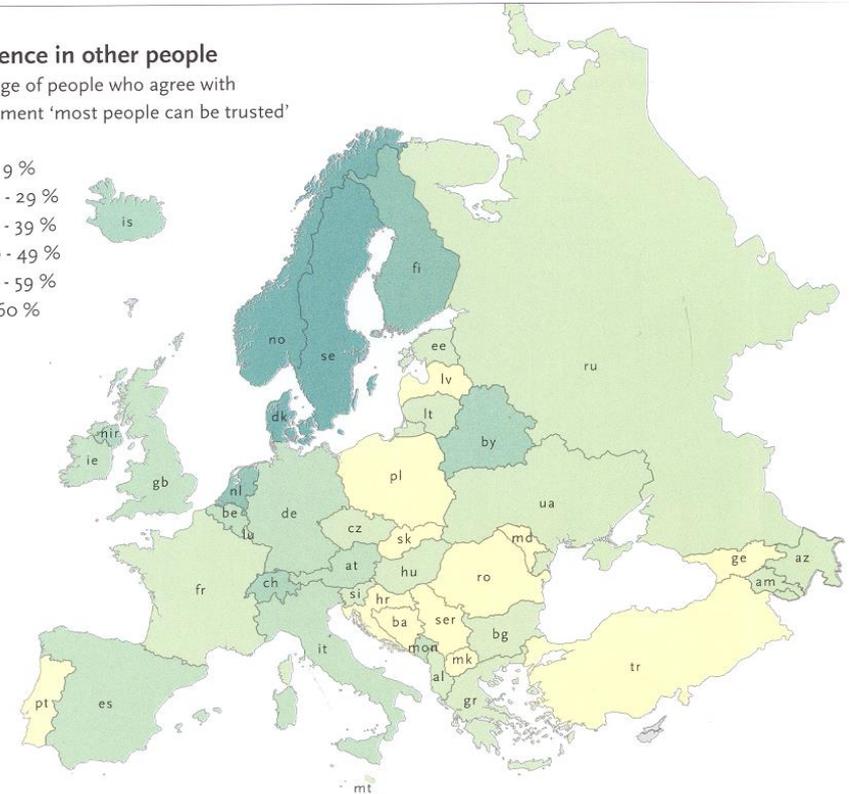
- **Work Psychology**
 - Job design, motivation, safety at work, work and health...

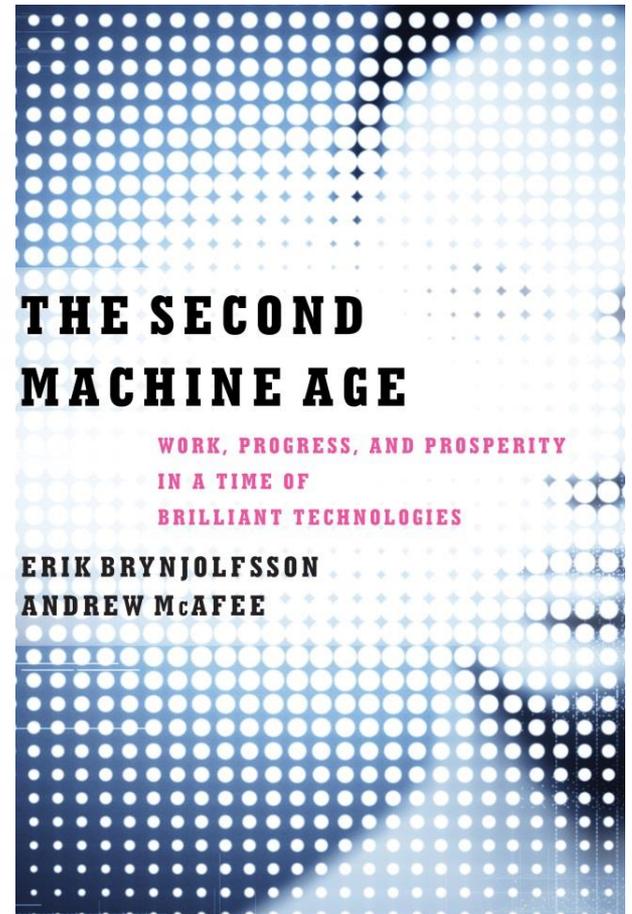
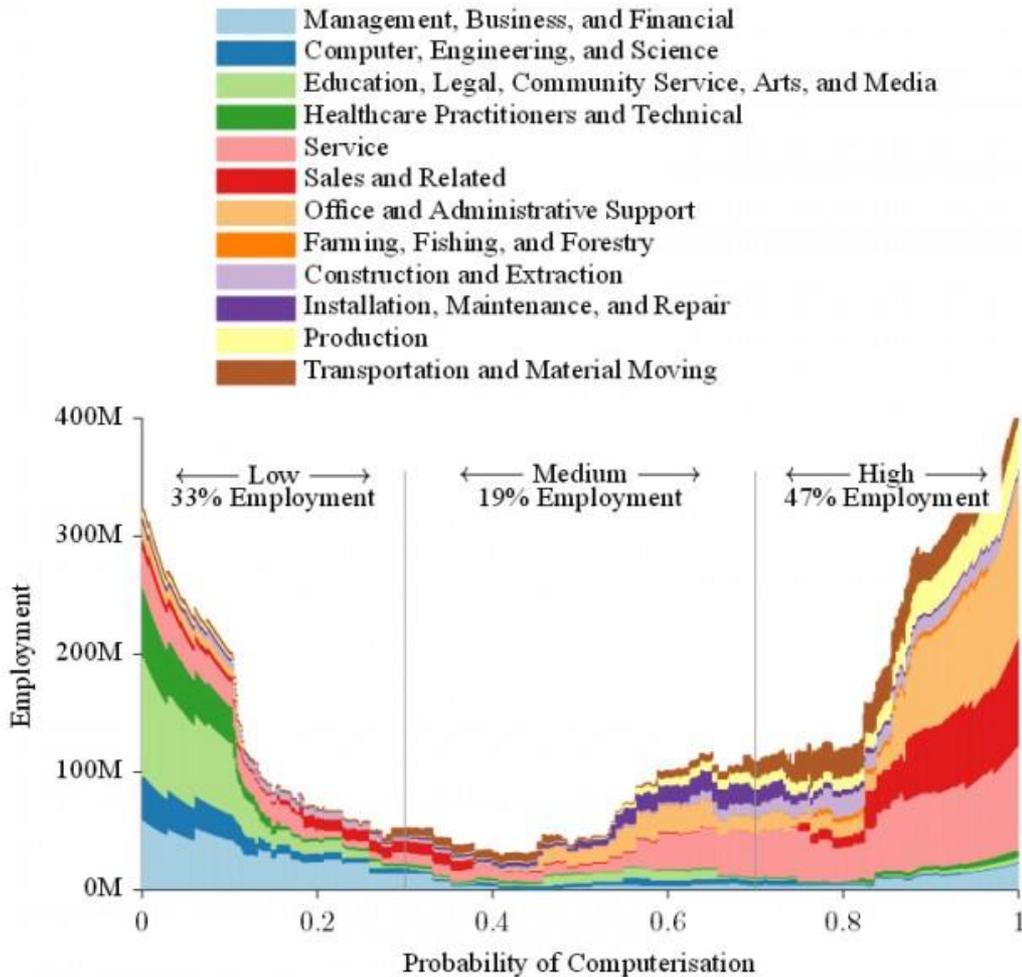


Topics in WO Psychology

- **Organisational Psychology**
 - Leadership, organisational culture, teamwork, organisational change, innovation, ...

Confidence in other people
Percentage of people who agree with the statement 'most people can be trusted'





Artificial intelligence
(AI)

Japanese company replaces office workers with artificial intelligence

Insurance firm Fukoku Mutual Life Insurance is making 34 employees redundant and replacing them with IBM's Watson Explorer AI



This article is 3 months old

38,921

Justin McCurry in Tokyo

Thursday 5 January 2017 09:57 GMT



Fukoku Mutual Life Insurance believes it will increase productivity by 30% Photograph: Toru Hanai/REUTERS

A future in which human workers are replaced by machines is about to become a reality at an insurance firm in [Japan](#), where more than 30 employees are being laid off and replaced with an [artificial intelligence](#) system that can calculate payouts to policyholders.

Uber

Self-driving Uber kills Arizona woman in first fatal crash involving pedestrian

Tempe police said car was in autonomous mode at the time of the crash and that the vehicle hit a woman who later died at a hospital

Sam Levin and Julia Carrie Wong in San Francisco

Mon 19 Mar 2018 22.48 GMT



▲ A car passes the location where a woman pedestrian was struck and killed by an Uber self-driving sport utility vehicle in Tempe, Arizona, on Monday. Photograph: Rick Scuteri/Reuters

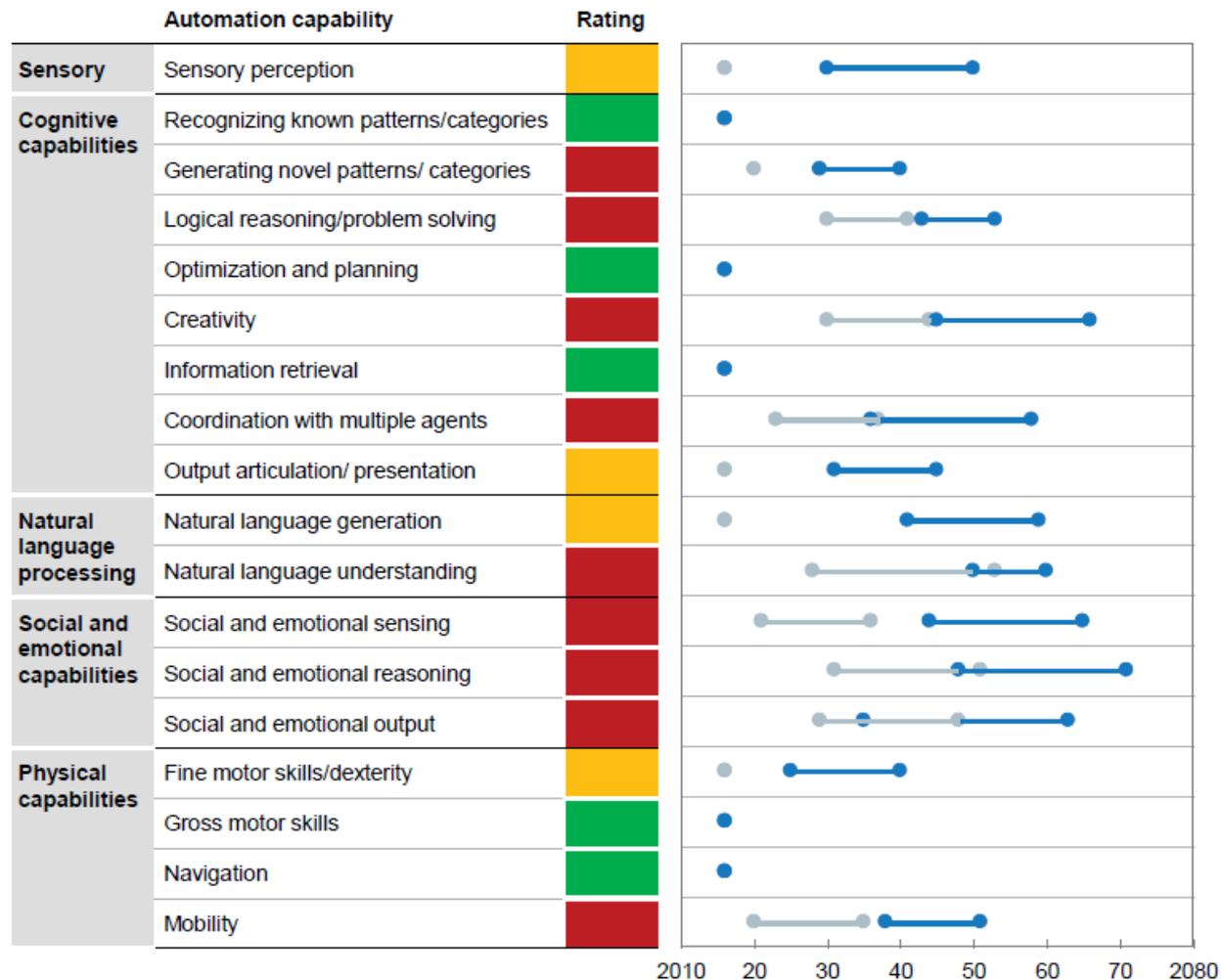
An autonomous Uber car killed a woman in the street in **Arizona**, police said, in what appears to be the first reported fatal crash involving a self-driving vehicle and a pedestrian in the US.

Tempe police said the self-driving car was in autonomous mode at the time of the

Exhibit 16

Ranges of estimated time frames to reach the next level of performance for 18 human-related performance capabilities

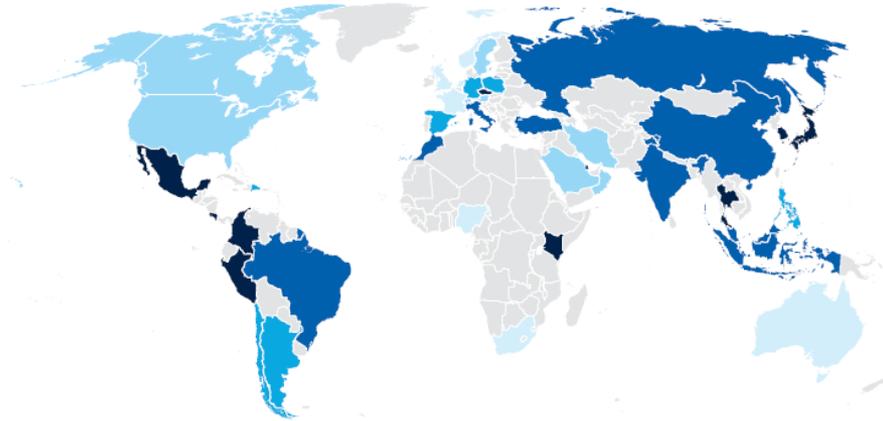
Rating ■ Below median ■ Median ■ Top quartile Human performance ● Median ● Top quartile



SOURCE: McKinsey Global Institute analysis

The technical automation potential of the global economy is significant, although there is some variation among countries

Employee weighted overall % of activities that can be automated by adapting currently demonstrated technologies¹



¹ Pakistan, Bangladesh, Vietnam, and Iran are largest countries by population not included.

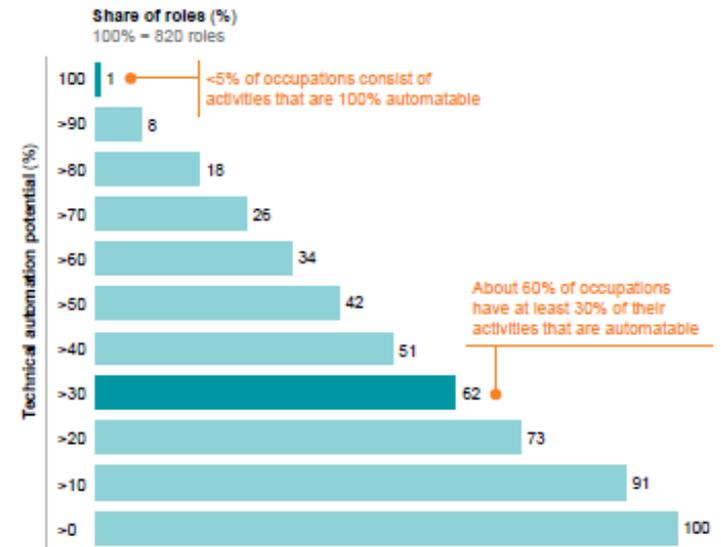
SOURCE: Oxford Economic Forecasts; Emsi database; US Bureau of Labor Statistics; McKinsey Global Institute analysis

While few occupations are fully automatable, 60 percent of all occupations have at least 30 percent technically automatable activities

Automation potential based on demonstrated technology of occupation titles in the United States (cumulative)¹

Example occupations

Sewing machine operators, graders and sorters of agricultural products
Stock clerks, travel agents, watch repairers
Chemical technicians, nursing assistants, Web developers
Fashion designers, chief executives, statisticians
Psychiatrists, legislators



¹ We define automation potential according to the work activities that can be automated by adapting currently demonstrated technology.

SOURCE: US Bureau of Labor Statistics; McKinsey Global Institute analysis

McKinsey Global Institute (2017):
 Half of today's work activities automated between 2035-2075



HOME

VIDEO

U.S.

WORLD

POLITICS

ENTERTAINMENT

TECH

HEALTH

LIFE

20 Fastest Growing Occupations

Feb. 5, 2014

Page 2 of 2

OCCUPATION, GROWTH RATE, 2012 MEDIAN PAY

6.6k

Like

24

share

241

Tweet

15

+1

6 Comments



Personal care aides, 49 percent: \$19,910

Home health aides, 48 percent: \$20,820

Insulation Workers, Mechanical, 47 percent: \$39,170

Interpreters & Translators, 46 percent: \$45,430

Diagnostic medical sonographers, 46 percent: \$65,860

Helpers--Brickmasons, blockmasons, stonemasons and tile and marble setters, 43 percent: \$28,220

Occupational therapy assistants, 43 percent: \$53,240

Genetic Counselors, 41 percent: \$56,800

Physical therapist assistants, 41 percent: \$52,160

Physical therapist aides, 40 percent: \$23,880

HOT RIC

1



2



3



4

Wendy
Texas

5



[HOME](#)[VIDEO](#)[U.S.](#)[WORLD](#)[POLITICS](#)[ENTERTAINMENT](#)[TECH](#)[HEALTH](#)[LIFE](#)

20 Fastest Growing Occupations

Feb. 5, 2014

Page 2 of 2

OCCUPATION, GROWTH RATE, 2012 MEDIAN PAY

Industrial-organizational Psychologists, 53 percent: \$83,580

Personal care aides, 49 percent: \$19,910

Home health aides, 48 percent: \$20,820

Insulation Workers, Mechanical, 47 percent: \$39,170

Interpreters & Translators, 46 percent: \$45,430

Diagnostic medical sonographers, 46 percent: \$65,860

Helpers--Brickmasons, blockmasons, stonemasons and tile and marble setters, 43 percent: \$28,220

Occupational therapy assistants, 43 percent: \$53,240

Genetic Counselors, 41 percent: \$56,800

Physical therapist assistants, 41 percent: \$52,160

Physical therapist aides, 40 percent: \$23,880

Skincare specialists, 40 percent: \$28,640

6.6k

Like

24

share

241

Tweet

15

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6 Comments



HOT RIGHT NOW

1



2



3



4

Wendy
Texas C

5



Dort

Set-up of the master WO Psychology

- **1st. period (Sept – Oct)**
 - **Work Psychology 5 EC**
 - **Human Resources 5 EC**
- **2nd. period (Nov – Dec)**
 - **Organisation and cognition 5 EC**
 - **Human performance 5 EC**
- **3rd. period (Jan – July)**
 - **Professional skills 10 EC**
 - **Methods / research proposal 5 EC**
 - **Research project 17 EC**
 - **Master thesis 8 EC**



Example problem **Work Psychology**

Imagine:

You have won the jackpot in the lottery (147 mln Euro). Which of the following options would you choose, and why?

- stop working
- look for a different job (what kind of job?)
- continue in my current job

How unemployment warps your personality over time



By **Danielle Paquette** February 24  [Follow @dpaqreport](#)

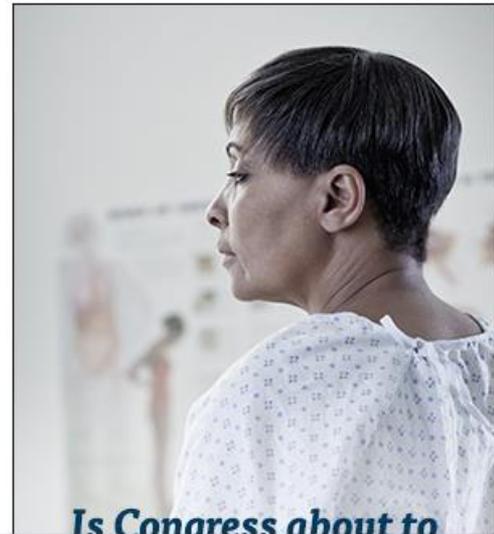


The mental effects of long-term unemployment could make you less confident on the job hunt. (AP Photo/Matt Rourke)

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Topics from **Work Psychology**

Job and work design

Job attitudes

Organizational commitment

Work-life balance, recovery

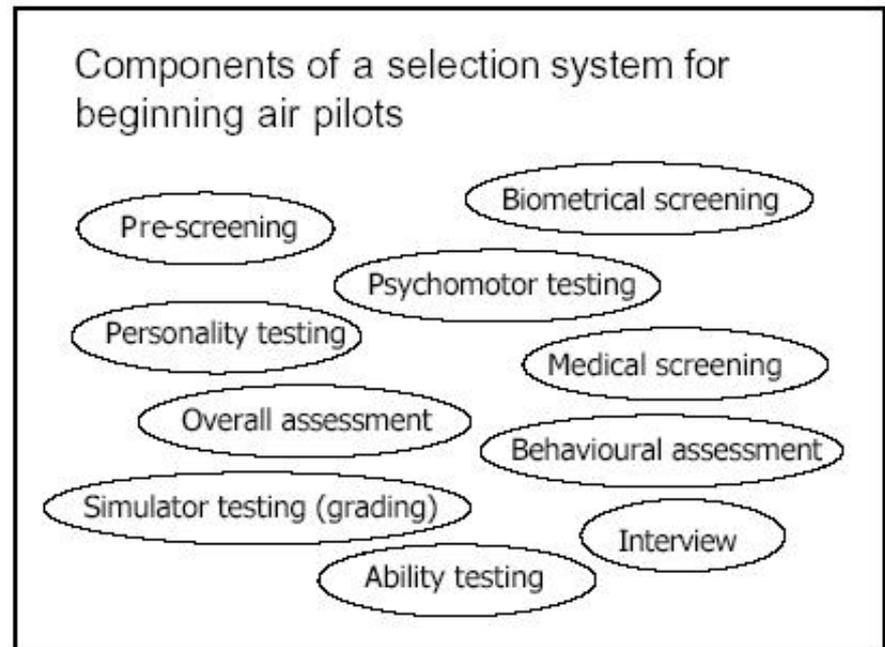
Occupational health, stress, sustainable work

Workplace technology

Task analysis

Example: Human resources

What is the best way to sequence these components in designing a selection system for pilots?



Topics Human resources

Recruitment

Selection

Training and development

Performance management

Career development

Talent management

Practical: What is it like being a work and organisational psychologist? (Structured job interviews)



INCLUSIVITEIT WERKT!

EXPERTISECENTRUM ▾

INCLUSIEVE ARBEIDSORGANISATIE ▾

METHODEN & INSTRUMENTEN ▾

KENNIS ▾

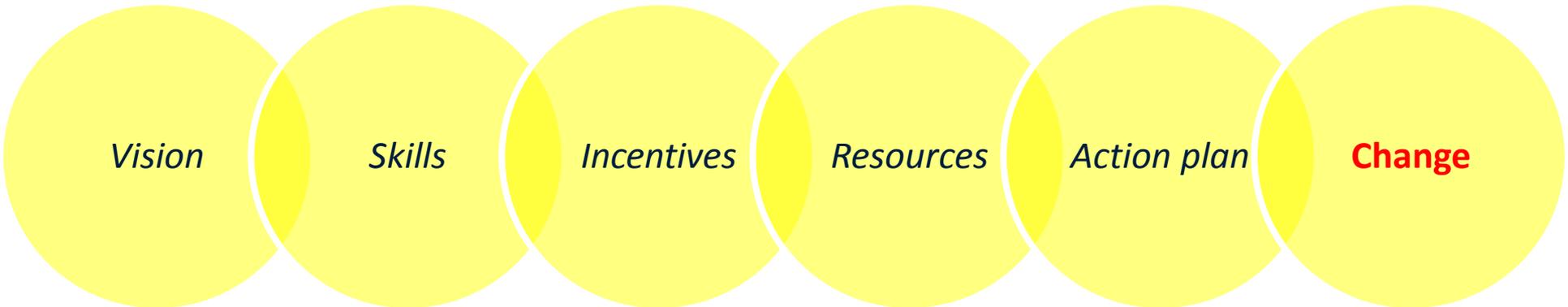
Hét expertisecentrum
voor iedereen die
duurzaam werk wil
creëren voor mensen
met een
arbeidsbeperking

Onze werkzaamheden →

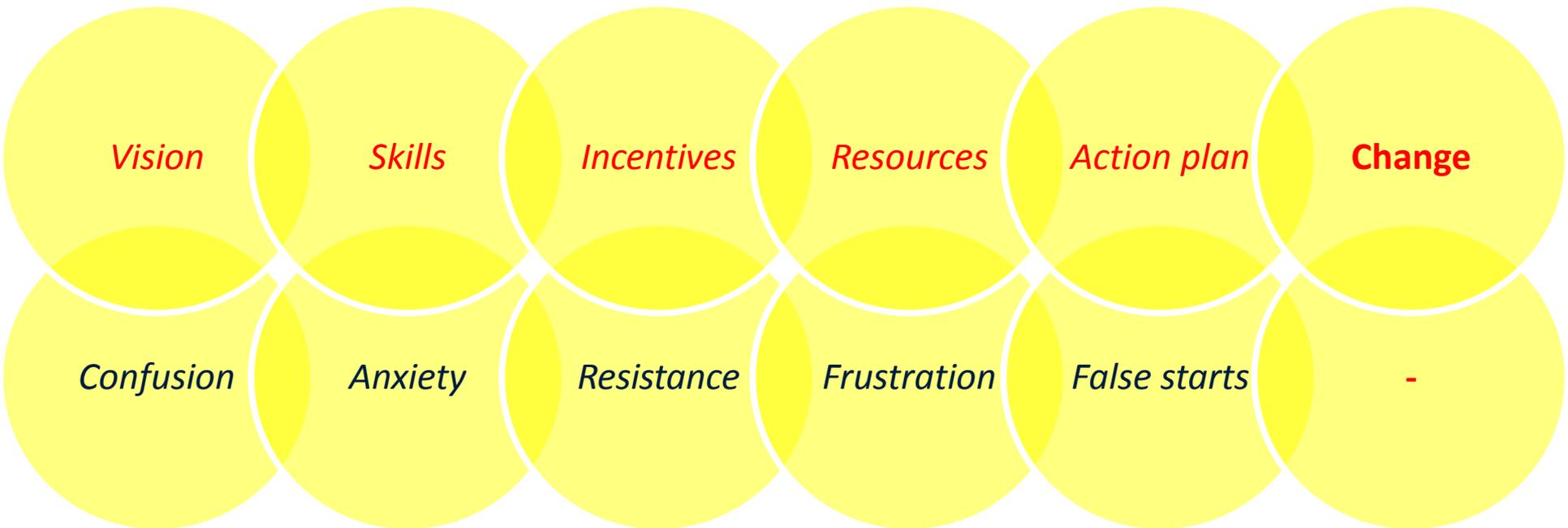
Voor mensen met lichamelijke, psychische of verstandelijke beperkingen en een lagere opleiding dan gemiddeld is het vaak moeilijk zelfstandig een baan te vinden en te behouden. En dat is immer, want ook



Example: Organisation and Cognition



Example: Organisation and Cognition



Example: Organisation and Cognition

HBR.ORG

Harvard Business Review



JUNE 2011
REPRINT F1106D

DEFEND YOUR RESEARCH

What Makes a Team Smarter? More Women

by Anita Woolley and Thomas Malone

Topics Organisation and Cognition

Strategic decision making

Entrepreneurship

Leadership and power

Team performance

Conflict management and negotiation

Innovation and creativity

Organisational change, change management

Diversity and inclusion

Intercultural competence

Practical: negotiation

Topics Organisation and Cognition

Strategic decision making

Entrepreneurship

Leadership and power

Team performance

Conflict management and negotiation

Innovation and creativity

Organisational change, change management

Diversity and inclusion

Intercultural competence: virtual mobility

Collaborating with students in Bandung to develop PBL materials and research/intervention proposal on humanitarian work psychology in Indonesia

- Poverty reduction
- Social entrepreneurship
- Capacity building
- Displacement/refugees
- Disaster management
- Fair pay
- Child labor
- Coping with stress in humanitarian work
- Corruption
- Gender mainstreaming
- ...



Connecting worlds: making virtual mobility work for the greater good
Maastricht University



Maastricht University



Example from Human Performance

According to some managers, employees often disobey the rules that were set by the management to improve safety.

Asking employees about strictly following rules suggests that it keeps them from performing their work properly, within the given time and quality requirements.



23:55

Luton

Stansted

Heathrow

London City

Gatwick

All traffic

NATS



Work
Psychology /
Human
Resources

Organisation
& Cognition /
Human
Performance

Professional
Skills

Research
project

Research
Project

Period
1

Period
2

January
–
March

April –
June

July-
August

Topics from Professional Skills



Components of Research Project

- Writing research proposal (5 ECTS)
 - Practical Research methods
- Research project (17 ECTS)
- Master thesis (8 ECTS)

Example topics **Research Project**

- Recovery from work
- Interruptions during work
- Personnel selection
- Individual differences in performance
- Inclusive organizations
- Job redesign
- Flexibility and adaptivity
- Workplace learning and expertise
- Creativity and innovation
- Team performance
- Negotiation
- Ethical leadership
- And many others ...

Where can I work as a WO Psychologist?

- **Organisations**

- Recruit and select personnel
- Assess and develop talent and competencies
- Design and give training
- Coach employees
- Design leadership development programs
- Analyse and redesign jobs
- Set-up and conduct employee surveys
- Plan interventions to enhance motivation
- Facilitate organisational change projects
- ...

- **Universities**

Where did our students start their careers?

Vodafone
Deutsche Bahn AG
TNO
Sara Lee
Unilever
Deloitte
DSM
CapGemini
Sogeti
Deutsche Post DHL
ABN Amro
McKinsey
Prezi
NATS
Beiersdorf
Ferrero
GITP
Scheidegger
National Aerospace Laboratory (NLR)
Coaching & Training consultancies
Higher education
Entrepreneur
...

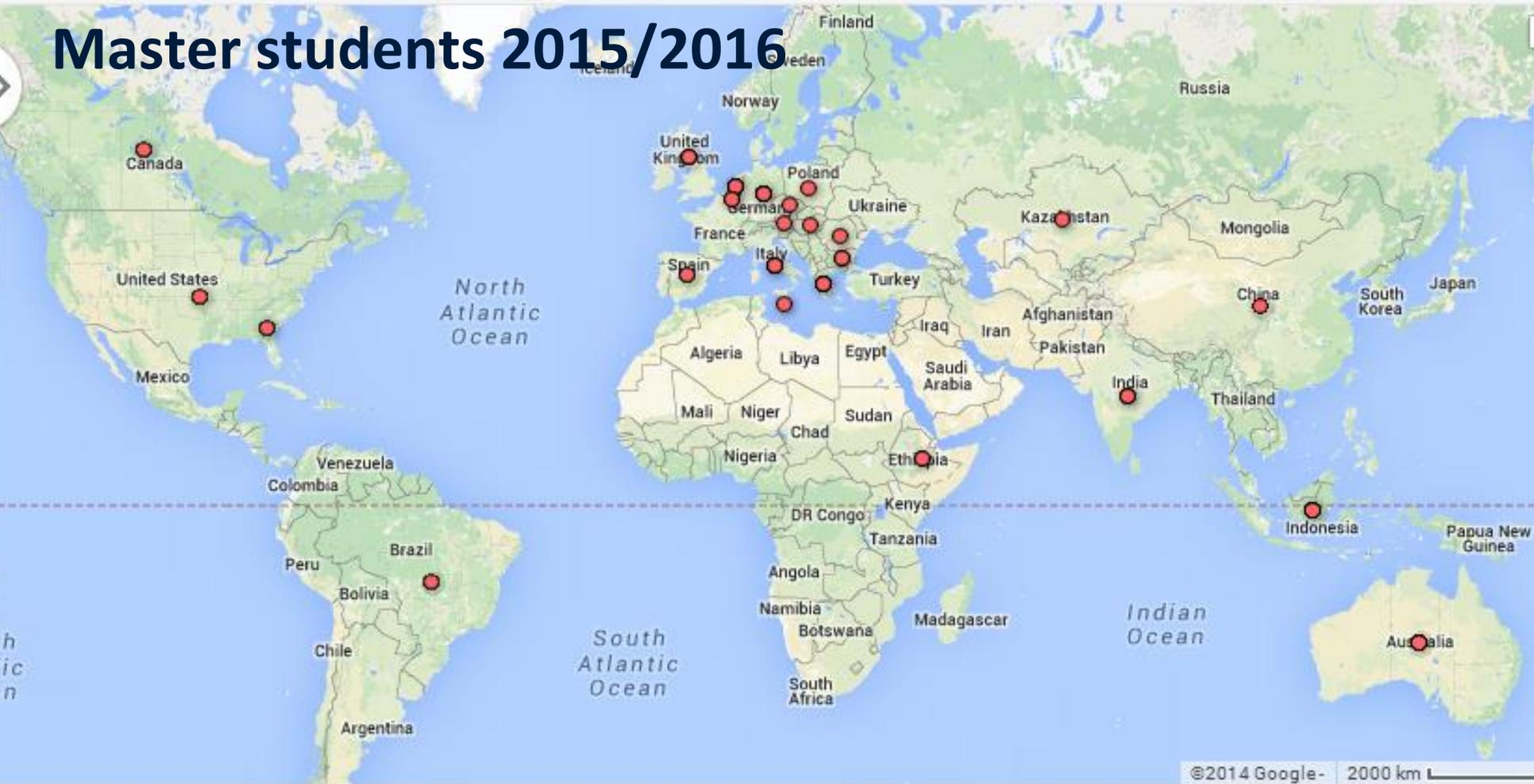
Alumni Survey 2015/2016

22 out of 23 employed within 3 months

Consultancy (40%)
Business Services (20%)
Education (10%)
Research (10%)

(response rate 28%)

Master students 2015/2016



exchange_fall2014 -htm Cancelled exchange_fall2014 -htm Show all downloads



Double degree w/ University of Sevilla:

bachelor psychology @ UM

1 year in Sevilla

master W&O psychology



+

3 diplomas (BSc @ UM, MSC @ UM, MSc @ US)



Home > Psychology and Neuroscience > Work and Organisatio.. > Double Degree Master..

Double Degree Master's programme FPN - Seville

The Maastricht University Faculty of Psychology and Neuroscience offers FPN Bachelor's graduates the possibility to take part in a two-year Double Degree Master's programme in Work and Organisational Psychology (WOP) in collaboration with the University of Seville, Spain. Students will follow the one-year Master's WOP programme in Seville, prior to the one-year Master's WOP programme at FPN. After successful completion of both Master's programmes students will receive two official Master's WOP degrees, one from Seville and one from FPN.

- [Programme outline Year 1](#)
- [Programme outline Year 2](#)
- [Admission requirements and eligibility](#)
- [Selection procedure](#)
- [Finances](#)
- [More information?](#)
- [Questions?](#)

Programme outline Year 1

Year 1 - Seville	ECTS (60)
Bachelor in Psychology (18 ECTS)	
Social and Community Interventions	6 - first semester
Psychology of Communication and Culture	6 - first semester
Educational Psychology	6 - second semester
Master WOP (42 ECTS)	
Placement	18 - first semester
Methodology for Intervention and Social Evaluation	6 - second semester
Decision Making: Economic Behaviour	6 - second semester
Negotiation and Labour Mediation	6 - second semester
Managerial Skills	6 - second semester



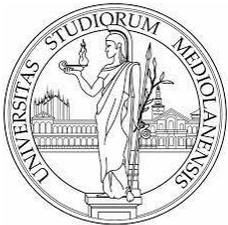
I now work as a cognitive psychologist at the training and human factors department >>



As HRM advisor I focus on advising management about staff affairs >>



**Double degree w/ Università degli Studi di Milano:
master W&O psychology UM
master in cognitive science and decision making**



+

2 diplomas (1 yr MSc @ UM, 2 yr MSc @ UNIMI)



In preparation: International joint research master
6 months in Maastricht
6 months in Lueneburg
6 months in Valencia
6 months research project (anywhere)
Special attention for applied research in organizations

Admission Requirements

Bachelor's degree		Remarks
Dutch University Bachelor Psychology	Admissible	
Non-Dutch University Bachelor Psychology	Check by Board of Admissions	
All other University Bachelors*	Check by Board of Admissions	
University of Applied Science (HBO)	Not admissible	The Faculty does not offer any pre-master programmes

** Additional requirements*

- *Courses in Statistics (min. 18 ECTS);*
- *Knowledge of Psychology (min. 4 courses);*
- *The Bachelor's degree must be substantially relevant to the Master's specialisation of your choice;*
- *You are requested to write a one-page motivation letter which specifies why you want to follow the master's programme of Psychology and the specialisation of your choice.*

For more information visit the stand 'Application & Admission' at the information market



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*Leading
in Learning!*

Thanks for your attention! Questions?

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