First year courses

International Joint Master of Research in Work and Organizational Psychology Year 1

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 organizations? How can people optimally recover from the demands of work? Is remote work a blessing or a curse?

Course objectives

Students are able to:

- explain and compare different theories of job design, work stress, emotional labor, workplace mistreatment, and the work-life 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.

PSY4961
Period 1
4 Sep 2023
27 Oct 2023
[Print course description](#)
ECTS credits:
5.0
Instruction language:
English
Coordinator:

- [U.R. Hülsheger](#)

Teaching methods:

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.

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 organizational 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.

PSY4963
Period 2
30 Oct 2023

International Joint Master of Research in Work and Organizational Psychology

22 Dec 2023
[Print course description](#)
ECTS credits:
5.0
Instruction language:
English
Coordinator:

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

Teaching methods:
Assignment(s), Lecture(s), PBL, Presentation(s)
Assessment methods:
Presentation, Final paper, Assignment
Keywords:
strategy, leadership, Innovation, teamwork, organizational climate and culture, change management
Faculty of Psychology and Neuroscience

Human Performance

PSY4964
Period 2
30 Oct 2023
22 Dec 2023
[Print course description](#)
ECTS credits:
5.0
Instruction language:
English
Coordinators:

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

Faculty of Psychology and Neuroscience

Critical Reading in Work and Organisational Psychology

PSY4971
Semester 2
5 Feb 2024
5 Jul 2024
[Print course description](#)
ECTS credits:
10.0
Instruction language:
English
Faculty of Psychology and Neuroscience

International Human Resource Management

PSY4972
Semester 2
5 Feb 2024
5 Jul 2024
[Print course description](#)
ECTS credits:
5.0
Instruction language:
English
Faculty of Psychology and Neuroscience

Research and Design

PSY4974
Semester 2
5 Feb 2024
5 Jul 2024
[Print course description](#)
ECTS credits:
5.0
Instruction language:
English
Faculty of Psychology and Neuroscience

Group Research Project

PSY4975
Semester 2
5 Feb 2024
5 Jul 2024
[Print course description](#)
ECTS credits:
5.0
Instruction language:
English
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

International Joint Master of Research in Work and Organizational Psychology

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 Organizational Psychology and HRM by following guest lectures by practitioners 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.

Finally, students identify a gap in the existing literature and write a research proposal in a group.

Course objectives

- critically think about strategic human resource management and how the practices interact in a system 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.
- Ability to identify gaps in the existing research and develop a research proposal.

PSY4962
Period 1
4 Sep 2023
27 Oct 2023
[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, Final paper, Written exam, Participation, Presentation
Keywords:

International Joint Master of Research in Work and Organizational Psychology

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

Work and Organizational Psychology in International and Intercultural Contexts

PSY4973
Semester 2
5 Feb 2024
5 Jul 2024
[Print course description](#)
ECTS credits:
5.0
Instruction language:
English
Faculty of Psychology and Neuroscience

Introduction

Full course description

This course provides an overview of research in work and organizational psychology and the respective contributions of the partnering university departments to the master. Students will engage in team building exercises, and they will be acquainted with their peers, teachers, senior level students, and alumni. First contacts with a mentor will be established, and students will be presented with opportunities to discover how the research competences they develop contribute to their employability in The Netherlands, Germany and Spain. In addition, students will be prepared for studying in a PBL environment, and they will receive information that allows them to successfully plan their study while in Maastricht, Lüneburg and Valencia.

Course objectives

Students are able to:
• understand how partner universities engage in research in Work;
• and Organizational Psychology in a Dutch, German and Spanish context;
• work together in a culturally diverse team;
• understand how the master courses interrelate and contribute to employability;
• plan their two year master programme.

PSY4966
Period 1
4 Sep 2023
27 Oct 2023
[Print course description](#)
ECTS credits:
0.0

International Joint Master of Research in Work and Organizational Psychology

Instruction language:
English
Teaching methods:
Lecture(s), PBL
Assessment methods:
Attendance, Presentation
Keywords:
Work and Organizational Psychology, Research, team building, reflection, planning
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 organisations already use AI in practice and how this affects issues related to work and organisational psychology. They will describe such organisational practices and evaluate them considering the work and organisational psychology literature.

Course objectives

Students are able to:
• acquire information about and analyze organizational practices;
• integrate organizational practices with scientific literature;
• critically evaluate organizational practices;
• contribute to group assignments;
• write a coherent report.

PSY4968
Period 1
4 Sep 2023
27 Oct 2023
Print course description
ECTS credits:
1.0
Instruction language:
English
Coordinator:

- W.K.J. Wehrt

Teaching methods:
Work in subgroups
Assessment methods:
Assignment
Keywords:
artificial intelligence, the future of work, robotics, industry 4.0, machine learning, future literacy

International Joint Master of Research in Work and Organizational Psychology

Faculty of Psychology and Neuroscience

Statistics and Research Methodology

Full course description

Students will learn the basic methodological and statistical skills to conduct empirical research. Students will learn how to plan and evaluate a research study, including choosing a research question and corresponding methodological design and creating questionnaires/measurement instruments and the corresponding documentation. They also learn how to get started with statistical analysis software (SPSS, Mplus), once data has been collected (data entry, recoding, computing scales, reliabilities, descriptive statistics, restructuring data for multilevel analyses). This course will also cover basic as well as more advanced statistical analyses, such as T-tests, ANOVA, ANCOVA, and RM-ANOVA, regression analysis (including moderation and mediation analysis), multilevel analysis, as well as coding of qualitative data.

Course objectives

Students are able to:
• understand and critically analyse the methodological design of experimental and survey research in Work and Organizational Psychology;
• design questionnaires / measurement scales with documentation;
• create documentation;
• prepare data for statistical analysis;
• apply basic and more advanced statistical techniques

PSY4967
Period 3
8 Jan 2024
4 Mar 2024
[Print course description](#)
ECTS credits:
7.0
Instruction language:
English
Coordinators:

- [B.P.I. Fleuren](#)
- [A. Nübold](#)

Teaching methods:
Assignment(s), Lecture(s), PBL
Assessment methods:
Assignment, Written exam
Keywords:
Methodology, statistics, experimental design, survey research
Faculty of Psychology and Neuroscience

Practical Training: Virtual Collaboration for the Common Good

Full course description

This practical will allow you to collaborate with students in Bandung, Indonesia. Each team in Maastricht will collaborate with students in Bandung, Indonesia. The team will prepare a presentation and a two page intervention or research project proposal to illustrate how work and organizational psychology can contribute to improve practice on a humanitarian topic that is judged to be societally relevant in Indonesia. To further contextualize the assignment, your team will have to identify a problem/case description situated in Indonesia and compose a PBL type problem, based on this description. In a separate document, your team will indicate how your sources help answer learners to find answers to the questions that your problem description will trigger. In an individual reflection paper you will analyse virtual collaboration in a culturally diverse team.

Course objectives

Students can
• experience and improve collaboration with others in a virtual setting;
• experience and reflect on cultural differences through social and academic interactions;
• learn about humanitarian work psychology;
build psychological literacy by applying psychological science to complex societal problems like for instance corruption, poverty, gender inequality and child labour.

PSY4969
Period 2
30 Oct 2023
22 Dec 2023
[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:
Assignment, Final paper
Keywords:
psychological literacy, online intercultural collaboration, humanitarian work psychology
Faculty of Psychology and Neuroscience

Practical Training: The Future of Work - Part 2

PSY4970
Period 2

International Joint Master of Research in Work and Organizational Psychology

30 Oct 2023
22 Dec 2023
[Print course description](#)
ECTS credits:
1.0
Instruction language:
English
Coordinator:

- [B.P.I. Fleuren](#)

Second year courses

International Joint Master of Research in Work and Organizational Psychology Year 2

Faculty of Psychology and Neuroscience

Interventions in Work Psychology: Work Design and Work Teams

PSY5962
Semester 1
4 Sep 2023
2 Feb 2024
[Print course description](#)
ECTS credits:
5.0
Instruction language:
English
Faculty of Psychology and Neuroscience

Organizational Psychology Interventions

PSY5963
Semester 1
4 Sep 2023
2 Feb 2024
[Print course description](#)
ECTS credits:
5.0
Instruction language:
English
Faculty of Psychology and Neuroscience

Interventions in Human Resources

PSY5961
Semester 1
4 Sep 2023

International Joint Master of Research in Work and Organizational Psychology

2 Feb 2024
[Print course description](#)
ECTS credits:
5.0
Instruction language:
English
Faculty of Psychology and Neuroscience

Interventions in Occupational Health Psychology

PSY5964
Semester 1
4 Sep 2023
2 Feb 2024
[Print course description](#)
ECTS credits:
5.0
Instruction language:
English
Faculty of Psychology and Neuroscience

Advanced Research Skills

PSY5965
Semester 1
4 Sep 2023
2 Feb 2024
[Print course description](#)
ECTS credits:
6.0
Instruction language:
English
Faculty of Psychology and Neuroscience

Preparing Master's Thesis Project

PSY5971
Semester 1
4 Sep 2023
2 Feb 2024
[Print course description](#)
ECTS credits:
4.0
Instruction language:
English
Internships

Research Skills & Ethics

Faculty of Psychology and Neuroscience

Advanced Research Skills and Research Ethics

PSY5973
Semester 2
5 Feb 2024
5 Jul 2024
[Print course description](#)
ECTS credits:
4.0
Instruction language:
English
Thesis

Master's Thesis Project

Faculty of Psychology and Neuroscience

Master's Thesis Project

PSY5980
Semester 2
5 Feb 2024
5 Jul 2024
[Print course description](#)
ECTS credits:
26.0
Instruction language:
English