

First year courses

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

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.

### **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

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)

Assessment methods:

Presentation, Final paper, Assignment

Keywords:

strategy, leadership, Innovation, teamwork, organizational climate and culture, change management

Faculty of Psychology and Neuroscience

## Human 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.

### Course objectives

Students should be able to:

- read and understand literature that describes research related to the cognitive processes underlying topics;

## International Joint Master of Research in Work and Organizational Psychology

- 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.

PSY4964

Period 2

28 Oct 2024

20 Dec 2024

[Print course description](#)

ECTS credits:

5.0

Instruction language:

English

Coordinators:

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

Teaching methods:

Lecture(s), Paper(s), PBL

Assessment methods:

Written exam, Attendance, Final paper

Keywords:

Motivation, goal setting, effort regulation, dynamic performance, flow, counterproductive work behaviour, organizational citizenship behaviour, aging

Faculty of Psychology and Neuroscience

## Critical Reading in Work and Organisational Psychology

PSY4971

Semester 2

3 Feb 2025

4 Jul 2025

[Print course description](#)

ECTS credits:

10.0

Instruction language:

English

Faculty of Psychology and Neuroscience

## International Human Resource Management

PSY4972

Semester 2

3 Feb 2025

4 Jul 2025

[Print course description](#)

ECTS credits:

5.0

Instruction language:

English

Faculty of Psychology and Neuroscience

## Research and Design

PSY4974

Semester 2

3 Feb 2025

4 Jul 2025

[Print course description](#)

ECTS credits:

5.0

Instruction language:

English

Faculty of Psychology and Neuroscience

## Group Research Project

PSY4975

Semester 2

3 Feb 2025

4 Jul 2025

[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 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

Students are able to

- 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

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, Final paper, Written exam, Participation, Presentation

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

# Work and Organizational Psychology in International and Intercultural Contexts

PSY4973

Semester 2

3 Feb 2025

4 Jul 2025

[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 this master and introduction to 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. They will also reflect on how work and organizational psychology and research skills can help to address the challenges of a future world of work. 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 across the three universities
- plan their two year master programme.

PSY4966

Period 1

2 Sep 2024

25 Oct 2024

[Print course description](#)

ECTS credits:

0.0

Instruction language:

English

Teaching methods:

Lecture(s), PBL, Work in subgroups

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 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? How do organizations deal with demographic change and changing skill demands? How do organizations cope with increasing demands to implement flexible work practices such as telecommuting? What do organizations do to become more environmentally sustainable? 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 via a case study. They will describe such organizational practices and evaluate them considering the work and organizational 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

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:

Final paper

Keywords:

the future of work, future literacy, artificial intelligence, robotics, Corporate Social Responsibility, sustainable employability, virtual work, decent work, changing skill demands, flexible work arrangements

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, 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

6 Jan 2025

31 Jan 2025

[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 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.

## 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

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:

Assignment, Final paper, Presentation, Attendance

Keywords:

psychological literacy, online intercultural collaboration, Sustainability

Faculty of Psychology and Neuroscience

## Practical Training: The Future of Work - Part 2

PSY4970

Period 2

28 Oct 2024

20 Dec 2024

[Print course description](#)

ECTS credits:

1.0

Instruction language:

English

Coordinator:

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

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

2 Sep 2024

25 Oct 2024

[Print course description](#)

ECTS credits:

5.0

International Joint Master of Research in Work and Organizational Psychology

Instruction language:

English

Coordinator:

- [U.R. Hülshager](#)

Teaching methods:

Lecture(s), PBL, Presentations

Assessment methods:

Written exam

Keywords:

job design, work stress, recovery from work, emotional labour, workplace mistreatment, work-life interface

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

2 Sep 2024

31 Jan 2025

[Print course description](#)

ECTS credits:

5.0

Instruction language:

English

Faculty of Psychology and Neuroscience

### **Organizational Psychology Interventions**

PSY5963

Semester 1

2 Sep 2024

31 Jan 2025

[Print course description](#)

ECTS credits:

5.0

Instruction language:

English

Faculty of Psychology and Neuroscience

## **Interventions in Human Resources**

PSY5961

Semester 1

2 Sep 2024

31 Jan 2025

[Print course description](#)

ECTS credits:

5.0

Instruction language:

English

Faculty of Psychology and Neuroscience

## **Interventions in Occupational Health Psychology**

PSY5964

Semester 1

2 Sep 2024

31 Jan 2025

[Print course description](#)

ECTS credits:

5.0

Instruction language:

English

Faculty of Psychology and Neuroscience

## **Advanced Research Skills**

PSY5965

Semester 1

2 Sep 2024

31 Jan 2025

[Print course description](#)

ECTS credits:

6.0

Instruction language:

English

Faculty of Psychology and Neuroscience

## **Preparing Master's Thesis Project**

PSY5971

Semester 1

2 Sep 2024

31 Jan 2025

[Print course description](#)

ECTS credits:

4.0

Instruction language:

English

## **Research Skills & Ethics**

Faculty of Psychology and Neuroscience

### **Advanced Research Skills and Research Ethics**

PSY5973

Semester 2

3 Feb 2025

4 Jul 2025

[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

3 Feb 2025

4 Jul 2025

[Print course description](#)

ECTS credits:

26.0

Instruction language:

English