



Work and Organizational Psychology

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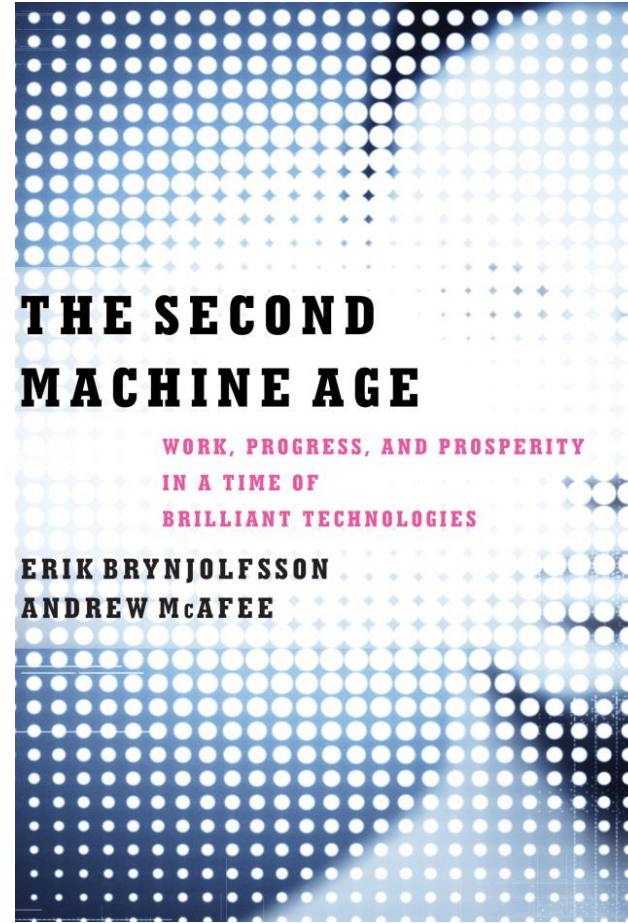
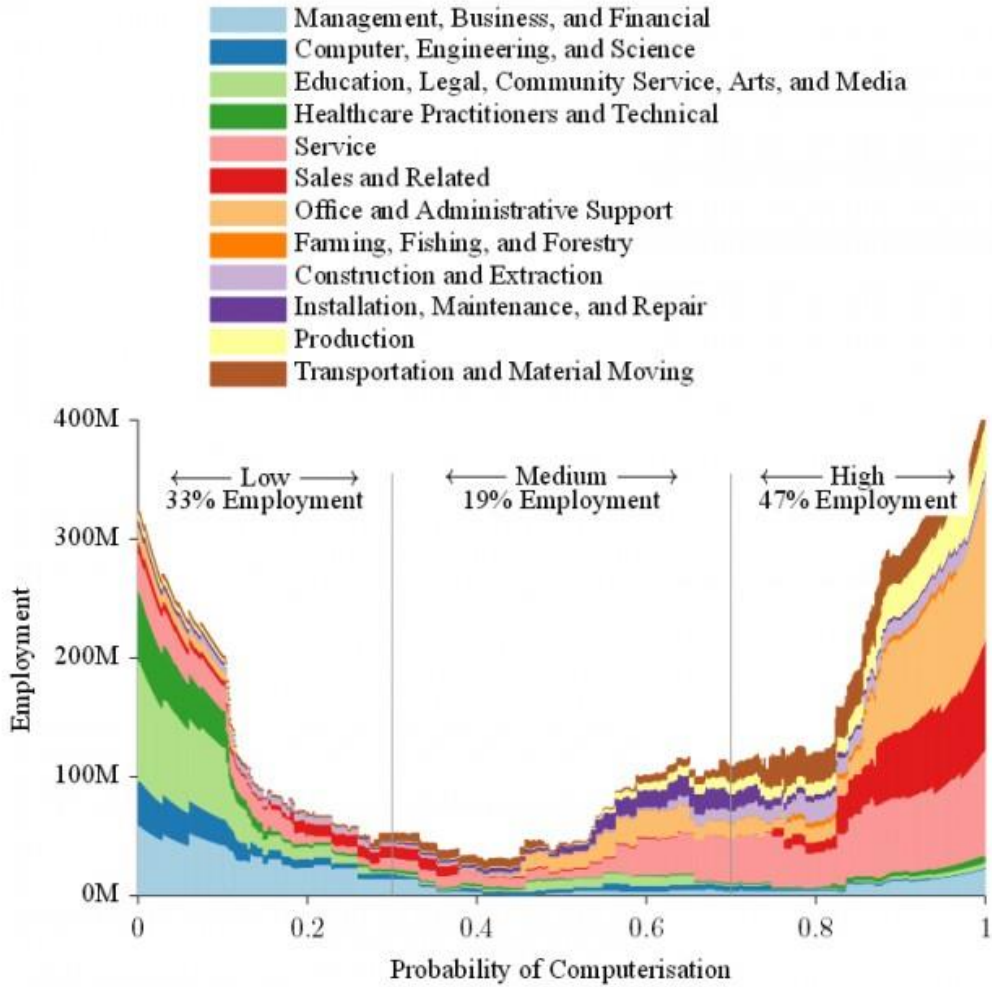
Work & Organisational Psychology is about understanding human behaviour in the workplace



W&O Psychology

- **Personnel Psychology (HRM)**
 - Personnel selection, development and training, ...
- **Work Psychology**
 - Job design, motivation, safety at work, work and health...
- **Organisational Psychology**
 - Leadership, organisational culture, teamwork, organisational change, innovation, ...





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OECD Social, Employment and Migration Working Papers No. 202

Automation, skills use and training

Ljubica Nedelkoska, Glenda Quintini



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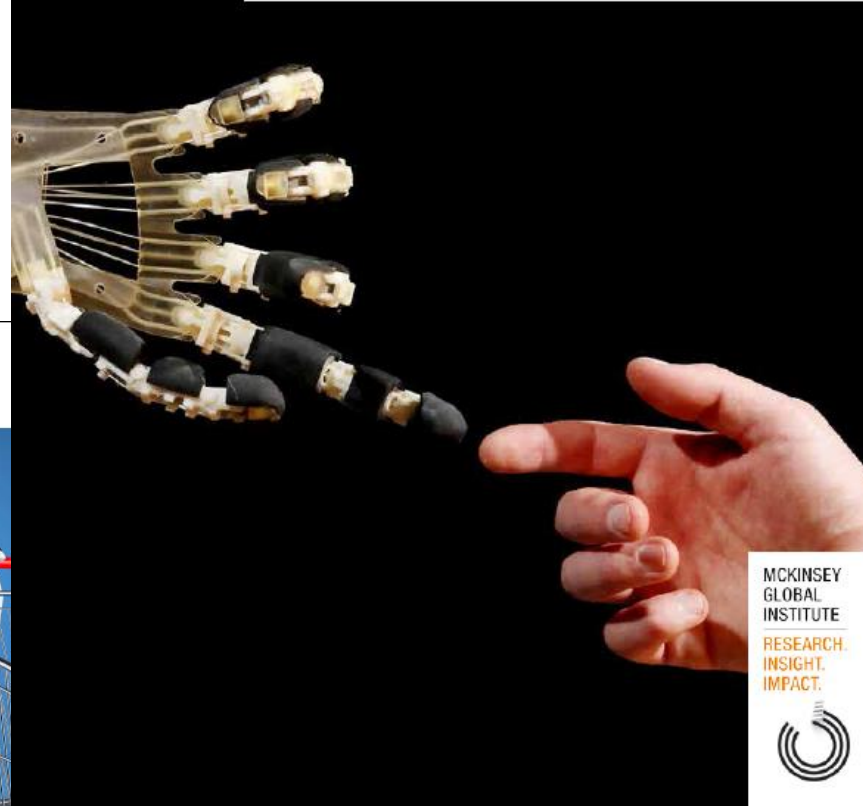


McKinsey&Company

MCKINSEY GLOBAL INSTITUTE

A FUTURE THAT WORKS: AUTOMATION, EMPLOYMENT, AND PRODUCTIVITY

JANUARY 2017



MCKINSEY GLOBAL INSTITUTE

RESEARCH. INSIGHT. IMPACT.

Go the extra

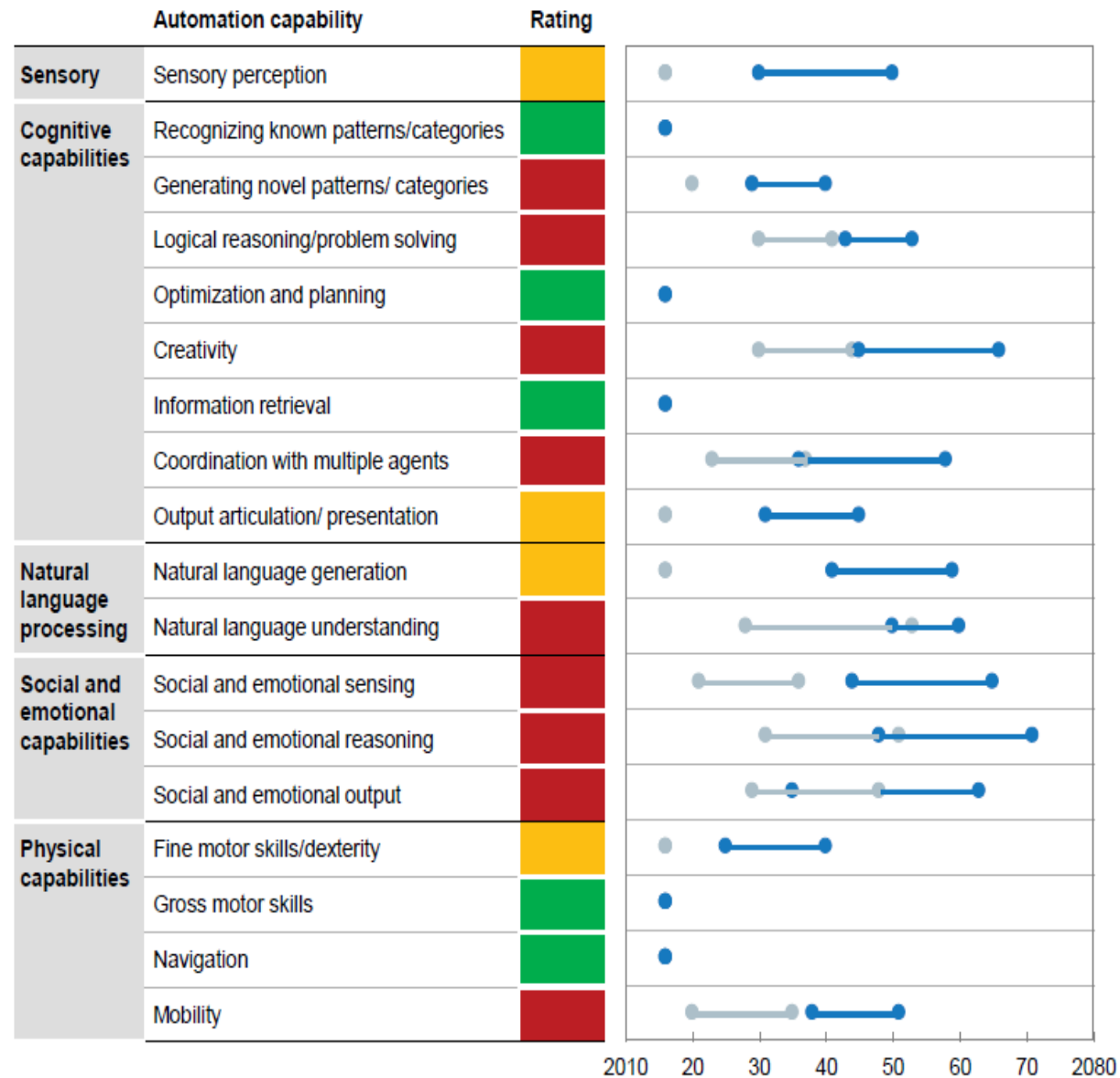
THE FUTURE OF SKILLS EMPLOYMENT IN 2030

Hasan Bakhshi
Jonathan M. Downing
Michael A. Osborne
Philippe Schneider



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



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

20 Fastest Growing Occupations

Feb. 5, 2014

Page 2 of 2

OCCUPATION, GROWTH RATE, 2012 MEDIAN PAY

6.6k
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24
share
241
Tweet
15
g+1
6 Comments

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

Physician assistants, 38 percent: \$90,930

Segmental pavers, 38 percent: \$33,720

WOP at Maastricht University

- One year Master in Maastricht
- Two-year International Joint Master of Research in Work and Organizational Psychology in Maastricht (NL), Lueneburg (D) and Valencia (ES)

Set-up of the one year master W&O 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**

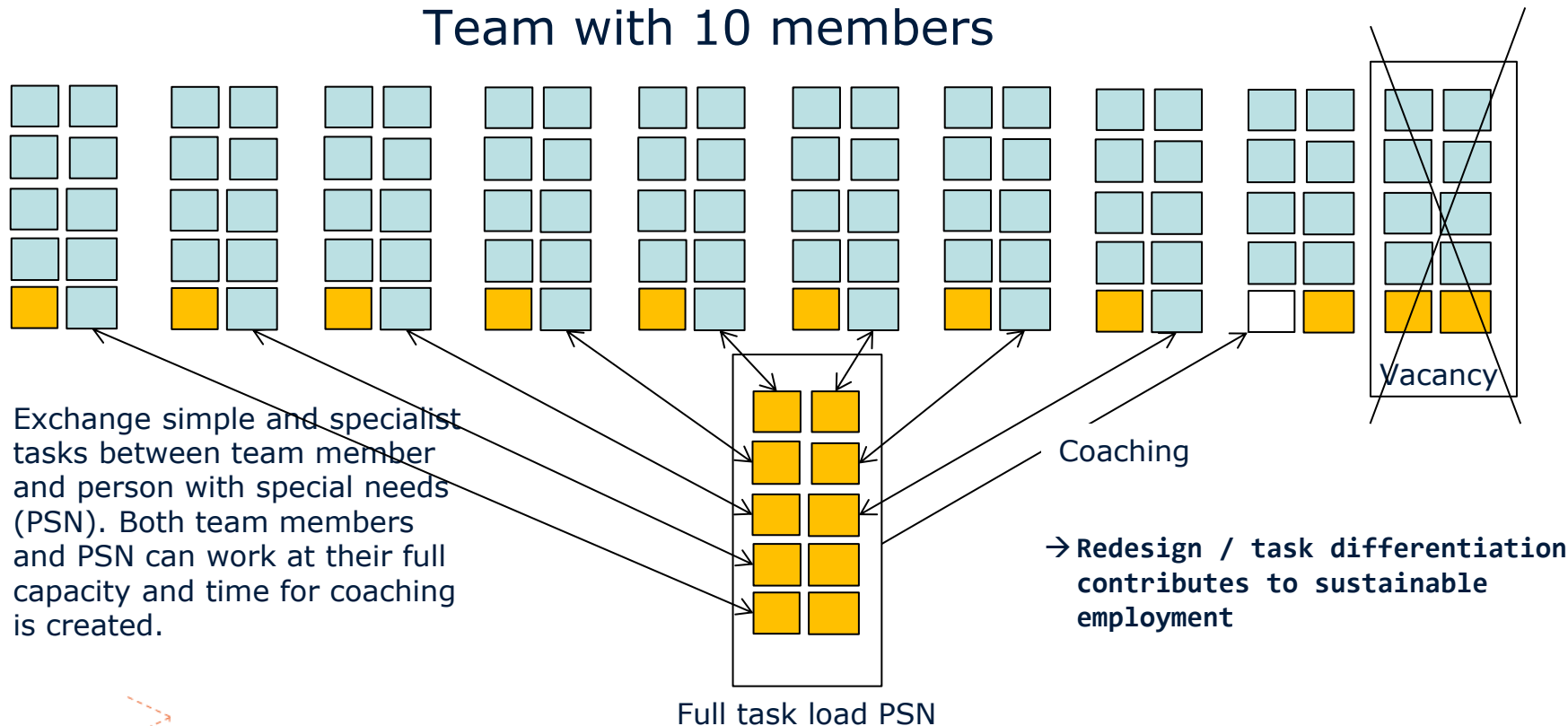
Imagine:

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

Fitting work to people: Inclusive work redesign



Topics from **Work Psychology**

Job and work design

Job attitudes

Organizational commitment

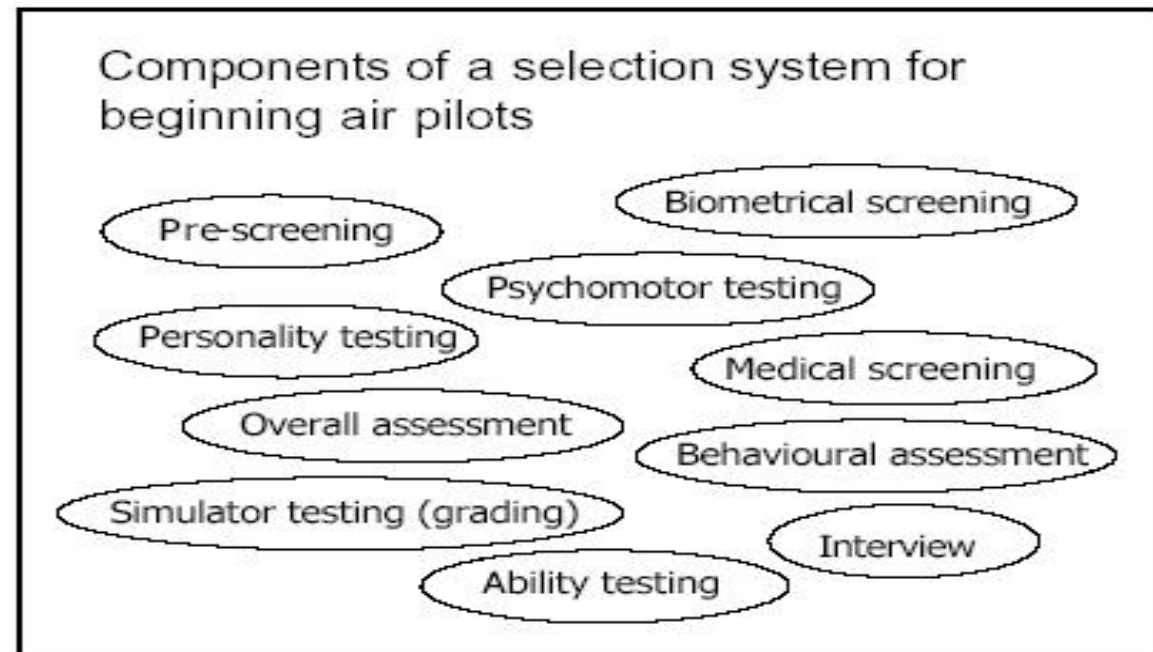
Work-life balance, recovery

Occupational health, stress, sustainable work

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)

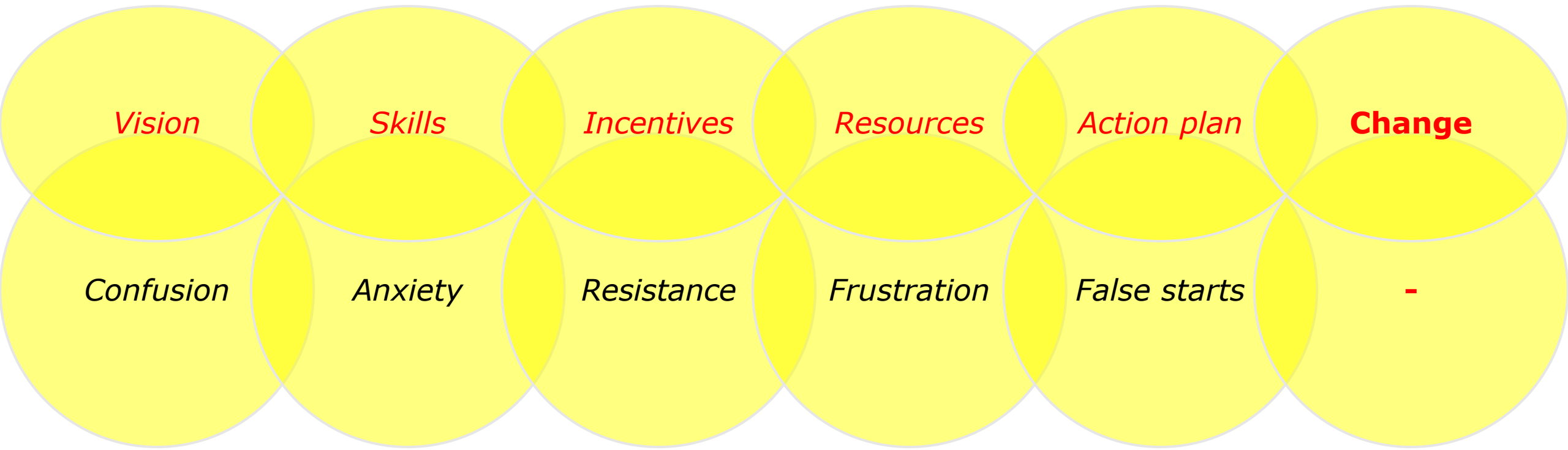
Example: Organisation and Cognition



DEFEND YOUR RESEARCH

What Makes a Team Smarter? More Women

by Anita Woolley and Thomas Malone



Based on Knoster (1991)

Topics **Organization and Cognition**

Strategic decision making

Entrepreneurship

Leadership

Team performance

Innovation, future of work

Organizational change, change management

Intercultural competence

Practical: negotiation

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

Example from Human Performance



Topics from **Human Performance**

Performance motivation

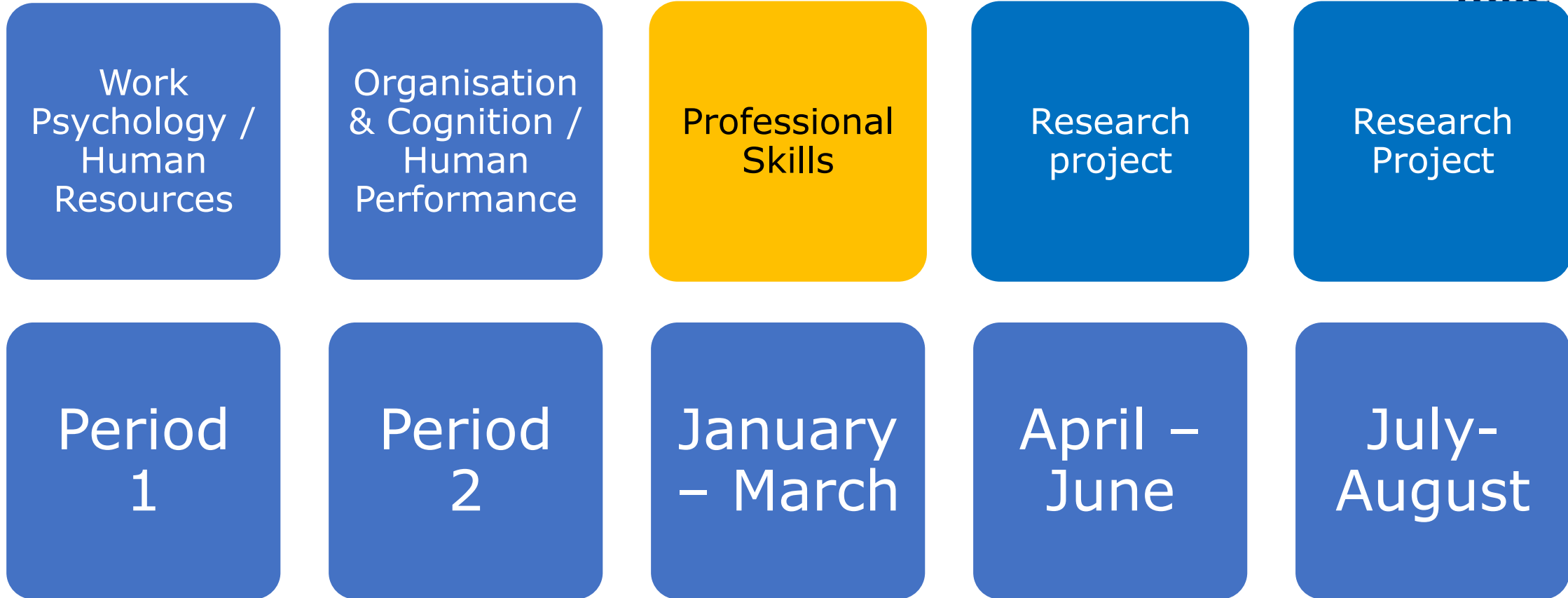
Goal setting

Dynamic work behaviour and interruptions

Safety and risk perception

Organizational citizenship and counterproductive work behaviour

The ageing worker



Topics from Professional Skills

Go
the
mile
extra

Writing Report

Organisational intervention design

Organisational needs analysis

Intercultural skills, negotiation

Workplace analysis

Training design and implementation

Selection & assessment

Self-assessment, Individual level intervention,
coaching

Intro Research project

Week 2

Week 3-5, 7-11

Writing research proposal

Week 13-14

Components of **Research Project**

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

Example topics **Research Project**

**Go
the
mile** 
extra

- Recovery from work
- Mindfulness at work
- Personnel selection
- Individual differences in performance
- Inclusive organizations
- Job redesign
- Workplace learning and expertise
- Creativity and innovation
- Team performance
- Work stress and unhealthy eating
- And many others ...

Where can I work as a W&O Psychologist?

- **Organisations**

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

- **Universities**

Where did our students start their careers?

Vodafone

TNO

Unilever

DSM

Sogeti

ABN Amro

Prezi

Beiersdorf

GITP

Coaching & Training consultancies

Higher education

Entrepreneur

...

Deutsche Bahn AG

Sara Lee

Deloitte

CapGemini

DHL

McKinsey

NATS

Ferrero

Scheidegger

Alumni Survey 2015/2016

22 out of 23 respondents employed within
3 months (response rate 28%)

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

Cards 1

Map of Nationality



Saved

143 rows

Done

International classroom

Go the extra mile





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)



The screenshot shows a web browser window displaying the Maastricht University website. The page is titled "Double Degree Master's programme FPN - Seville" and is part of the Faculty of Psychology and Neuroscience. The page includes a navigation menu, a search bar, and a sidebar with various categories like "Psychology", "Programme information", and "Specialisations". The main content area features a description of the programme, a list of links for "Programme outline Year 1", "Programme outline Year 2", "Admission requirements and eligibility", "Selection procedure", "Finances", "More information?", and "Questions?". Below this is a table titled "Programme outline Year 1" with columns for "Year 1 - Seville" and "ECTS (60)".

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

<http://www.maastrichtuniversity.nl/web/Faculties/PsychologyAndNeuroscience/TargetGroup/ProspectiveStudents/MastersProgrammes/Psychology/Specialisations/WorkAndOrganisationalPsychology/DoubleDegreeMastersProgramme.htm>



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)

International Joint Master of Research in Work and Organizational Psychology

Go
the
mile
extra



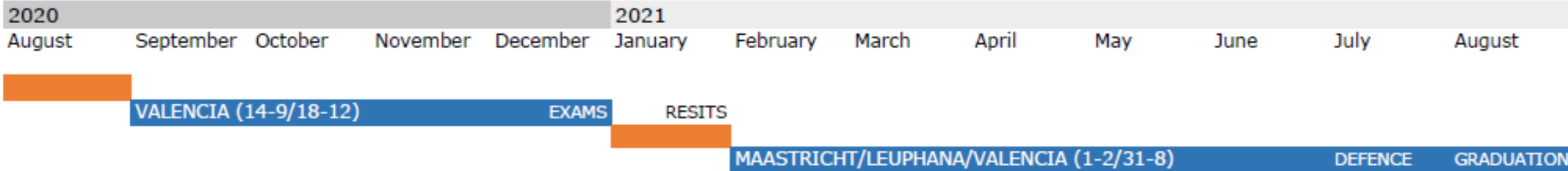
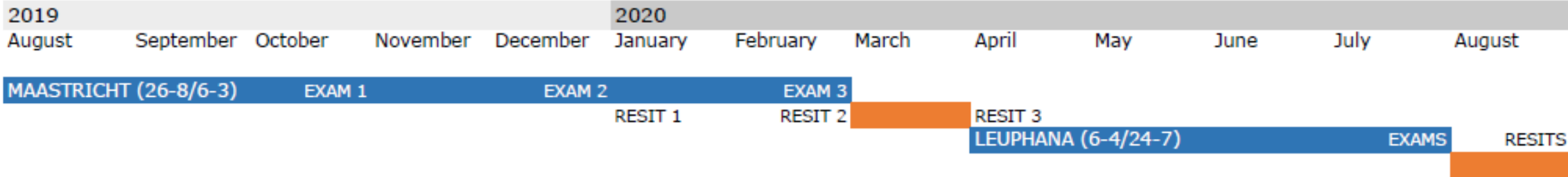
- 2-year, full-time master's, taught in English
- combine educational and research strengths of three universities
- joint master's degree from Maastricht University, Leuphana University, and University of Valencia
- preparation for doing research and working in an international environment

IJMRWOP - scientist innovator

- high quality research training focused on basic and applied research
- learn how to translate research in Work and Organizational Psychology to fit needs of external stakeholders
 - translating laboratory findings to large organisations
 - designing evidence-based interventions
 - valorisation and commercialisation of research outputs
 - communicating results to society
 - interfacing with entrepreneurs
- much appreciated by both scientists and industry representatives during recent accreditation (nov 2018)

Semester 1 Maastricht (M) - 30 EC	Semester 2 Lüneburg (L) - 30 EC	Semester 3 Valencia (V) - 30 EC	Semester 4 M/L/V - 30 EC
Introduction (2 EC)	Critical Reading: Writing a Research Proposal (10 EC)	Human Resources Psychology: Interventions and Practices (5 EC)	Research Project/ Master's Thesis (26 EC)
Work Psychology (5 EC)			
Human Resources (5 EC)	International Aspects of HRM (5 EC)	Interventions in Work Psychology: Work Design and Team Work (5 EC)	
Organisation and Cognition (5 EC)	Negotiation in International and Intercultural Contexts (5 EC)	Interventions in Organizational Psychology: Organizational Change and Development (5 EC)	
Human Performance (5 EC)	Research and Design (5 EC)	Intervention Methods in Occupational Health Evaluation (5 EC)	
Statistics and research methodology (8 EC)	Group Research Project (5 EC)	Advanced Research Skills (6 EC)	
		Preparing Research Project / Master's Thesis (4 EC)	

IJMRWOP 2019-2021



[Orange] Education free / relocation period

Admission IJMRWOP

- Max. enrollment: 30
- University bachelor
- Courses on methodology and statistics (min. 30 ECTS)
- Knowledge of psychology (min. 70 ECTS)
- English proficiency (min. level IELTS 6.5)
- CV, motivation letter, transcript of grades
- Deadline for application: April 1st, 2019

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

Admission Requirements one-year master

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

Thanks for your attention!

Questions?

(Feel free to send them later via e-mail)