



# Work and Organizational Psychology

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Professor for Work and Organizational  
Psychology

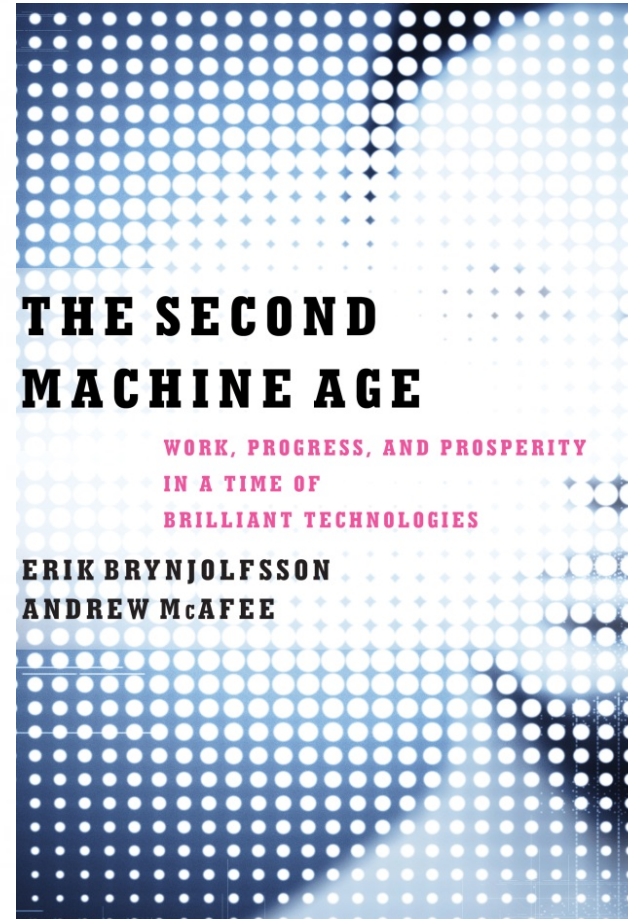
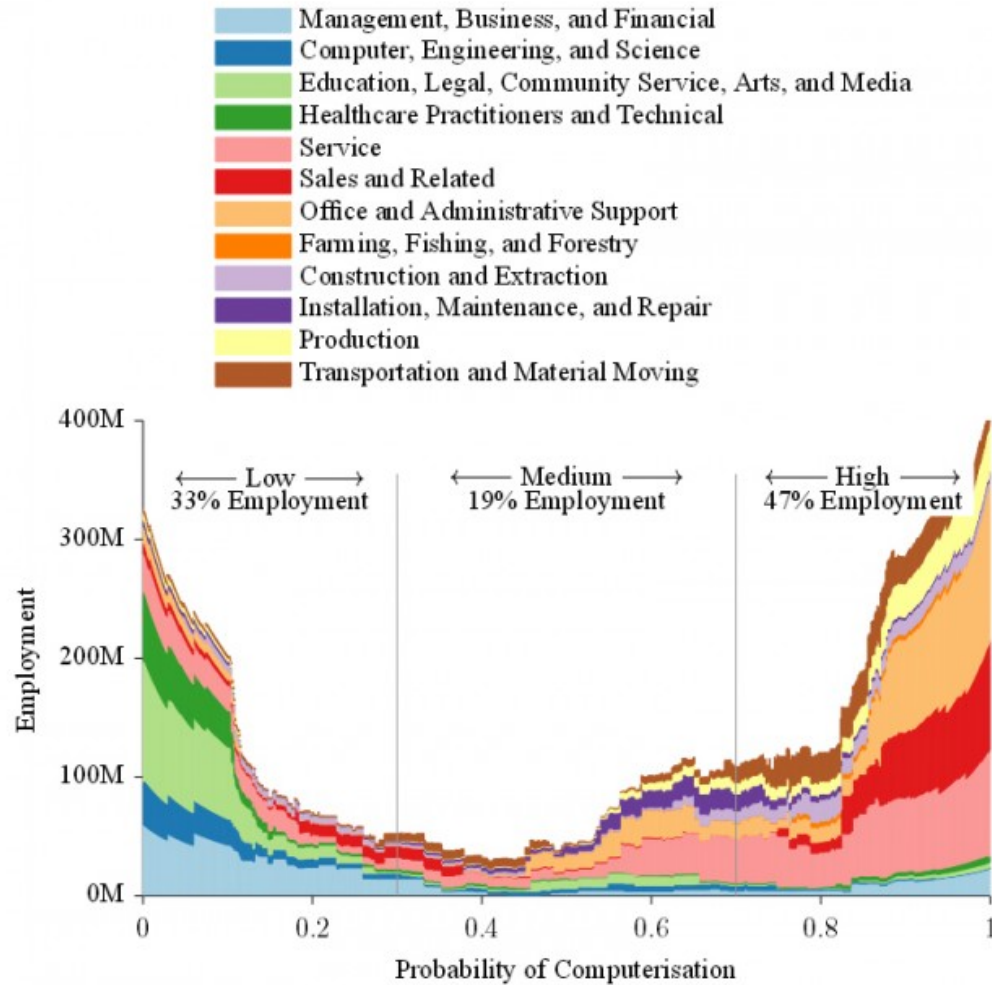
# Work & Organisational Psychology is about understanding human behaviour in the workplace



# 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, ...





# 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



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.

# 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



▲ 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

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OECD Social, Employment and Migration Working Papers No. 202

## Automation, skills use and training

Ljubica Nedelkoska, Glenda Quintini

JEL C

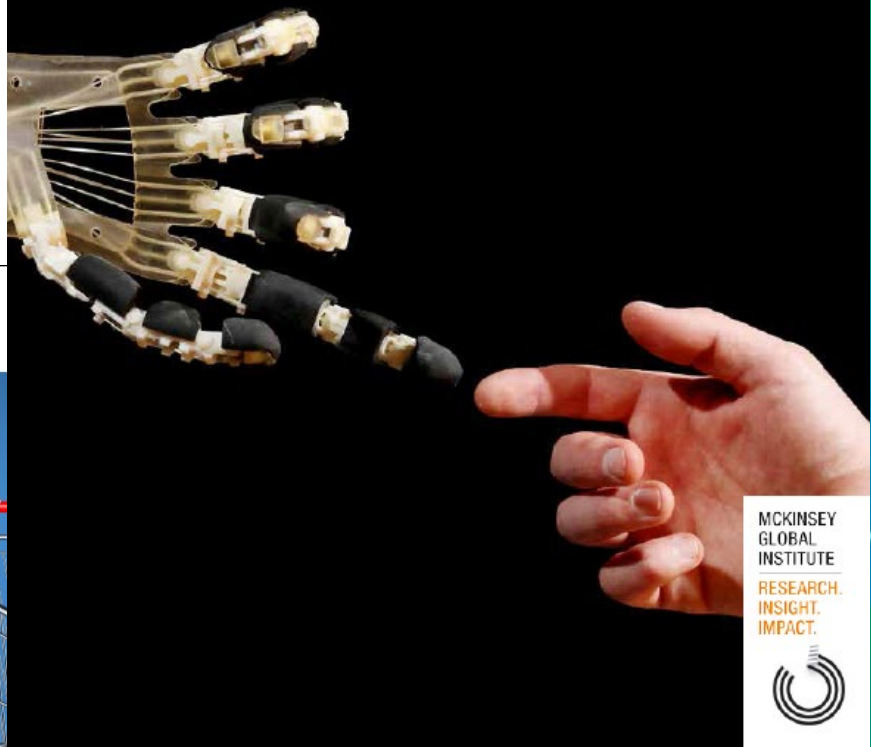


McKinsey&Company

MCKINSEY GLOBAL INSTITUTE

## A FUTURE THAT WORKS: AUTOMATION, EMPLOYMENT, AND PRODUCTIVITY

JANUARY 2017



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IMPACT.



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the extra

## THE FUTURE OF SKILLS EMPLOYMENT IN 2030

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



# 20 Fastest Growing Occupations

Feb. 5, 2014

Page 2 of 2

OCCUPATION, GROWTH RATE, 2012 MEDIAN PAY

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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

Skincare specialists, 40 percent: \$28,640

Physician assistants, 38 percent: \$90,930

Segmental pavers, 38 percent: \$33,720

# 20 Fastest Growing Occupations

Feb. 5, 2014

Page 2 of 2

OCCUPATION, GROWTH RATE, 2012 MEDIAN PAY

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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

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# **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:**

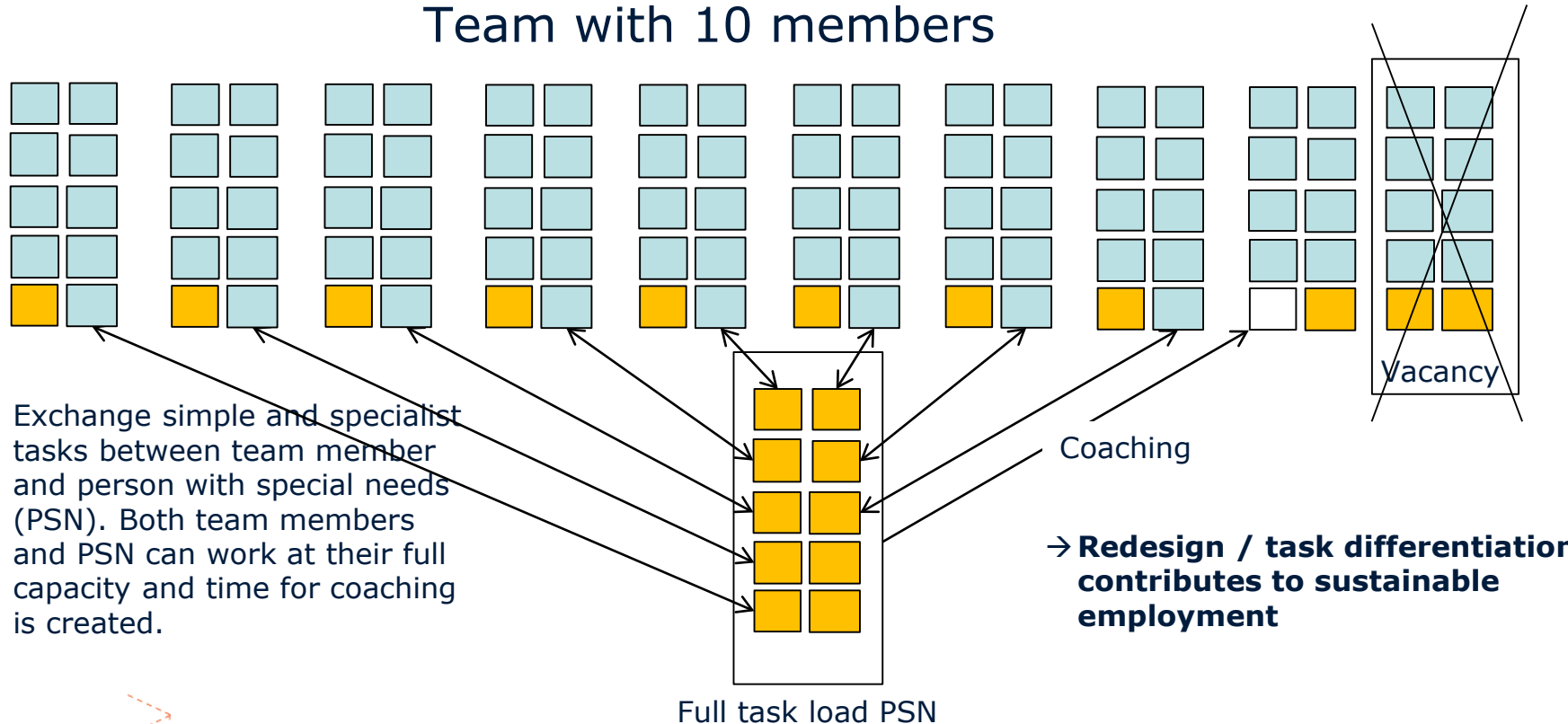
**You have won the jackpot in the lottery (147 mln Euro).**

**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

Team with 10 members



# Topics from **Work Psychology**

**Job and work design**

**Job attitudes**

**Organizational commitment**

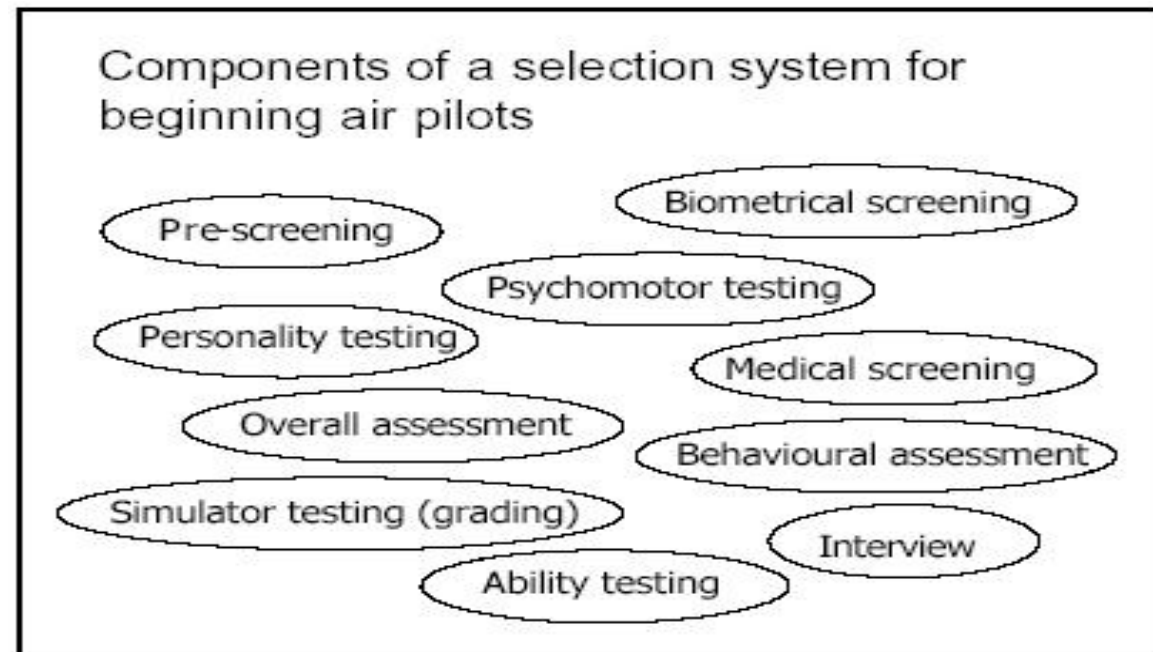
**Work-life balance, recovery**

**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

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 **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



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

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**

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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%)**

# International classroom

Done





**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 links. The main content area features a description of the programme, a list of links for more information, and a table detailing the programme outline for Year 1 in Seville.

**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?](#)

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
<b>Master WOP (42 ECTS)</b>	
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**



+

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**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**

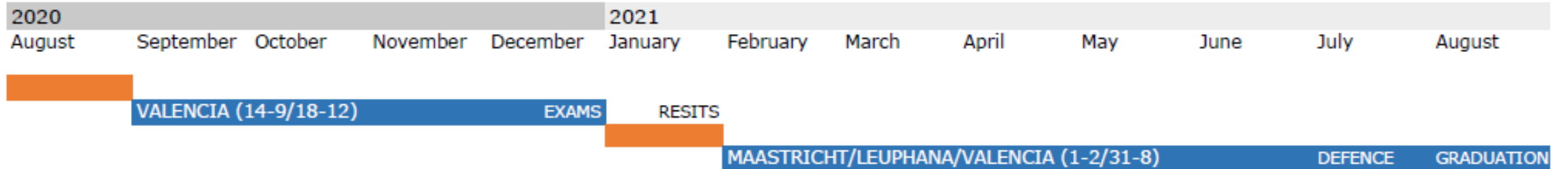
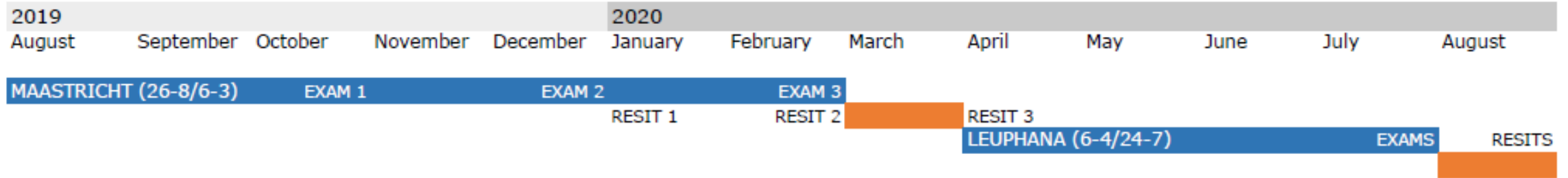
# **IJMRWOP – scientist innovator**


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

# IJMRWOP 2019-2021



 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 1<sup>st</sup>, 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*



**Hi! My name is Rajesh and I'm from India. I study Work and Organisational Psychology here in Maastricht.**

**Follow me on Instagram and find out more about my study experiences and life in Maastricht.**

 [extramile\\_raj](https://www.instagram.com/extramile_raj)

# Thanks for your attention!

Questions?

(Feel free to send them later via e-mail:  
[h.fonteijn@maastrichtuniversity.nl](mailto:h.fonteijn@maastrichtuniversity.nl))