

Master program: Work, Organizational and Personnel Psychology (WOP)



<https://www.rug.nl/masters/work-organizational-and-personnel-psychology/>

The master track coordinators



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Why do we need work and organizational psychologists?

How many hours does the average person work during their lifetime?

81,396

(Gallup State of the Global Workplace 2022 Report)

What percentage of global workers felt engaged at work in 2022?

21%

(Gallup State of the Global Workplace 2022 Report)

What percentage of global workers felt daily stress in 2022?

44%

(Gallup State of the Global Workplace 2022 Report)

What is one of the main reasons people quit their jobs?

Toxic workplace culture

(Sull, Sull & Zweig, 2022)

What was the biggest internal challenge CEOs faced in 2022?

Acquiring & retaining skilled labor

(Deloitte CEO survey, 2022)



CULTURE

How to Fix a Toxic Culture

Advice on addressing toxic leadership, toxic social norms, and work design to improve corporate culture.

Donald Sull and Charles Sull • September 28, 2022



TALENT MANAGEMENT

Why Companies Should Help Every Employee Chart a Career Path

Providing career development to all employees requires clear pathways for growth and opportunities to build new skills.

George Westerman and Abbie Lundberg • March 02, 2023



CULTURE

Why Innovation Depends on Intellectual Honesty

Psychological safety isn't enough for innovation. Managers need to create conditions for healthy debate.

Jeff Dyer, Nathan Furr, Curtis Lefrandt, and Taeya Howell • January 17, 2023

What do work and organizational psychologists actually do?

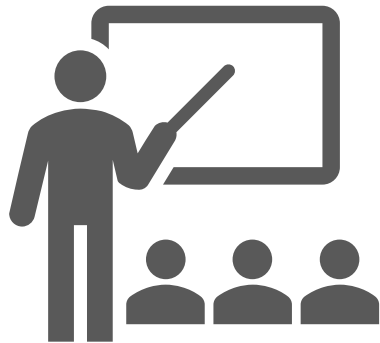
They make evidence-based decisions to help create organizations that promote performance & well-being



What does the program look like? Overview

To graduate, you need a total of 60 EC

Courses
(a total of 30 EC)



Specialization
10 EC



Skills
5 EC

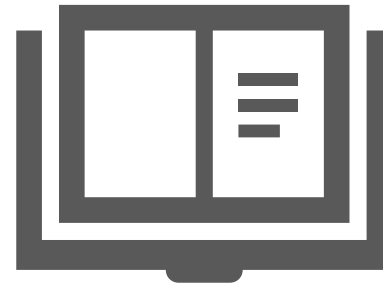


Methods
5 EC

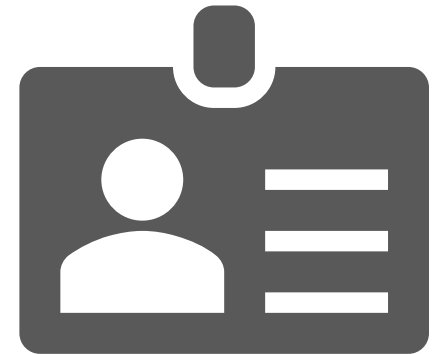


Other
10 EC

Master thesis & Internship
(a total of 30 EC)



Master thesis
20 EC



Internship
10 EC

The courses : Overview

Type of course	What you will learn	Courses needed	Courses
Specialization courses	Advanced theoretical knowledge you can apply in your future work	2 (10 EC)	<ul style="list-style-type: none">▪ Stress and health at work▪ Power and leadership▪ Creativity and innovation in organizations▪ Selection, assessment, and job performance
Skills courses	Practical skills, via extensive exercises & practice	1 (5 EC)	<ul style="list-style-type: none">▪ Coaching (option to get coaching certificate)▪ Designing interventions
Methods courses	How to think about & do research (methods & statistics)	1 (5 EC)	<ul style="list-style-type: none">▪ Repeated measures▪ Advanced research methods in social and organizational psychology▪ Test construction
Any other courses	Anything else you find interesting	2 (10 EC)	<ul style="list-style-type: none">▪ Master courses within psychology▪ Master courses outside psychology (need approval by exam committee)

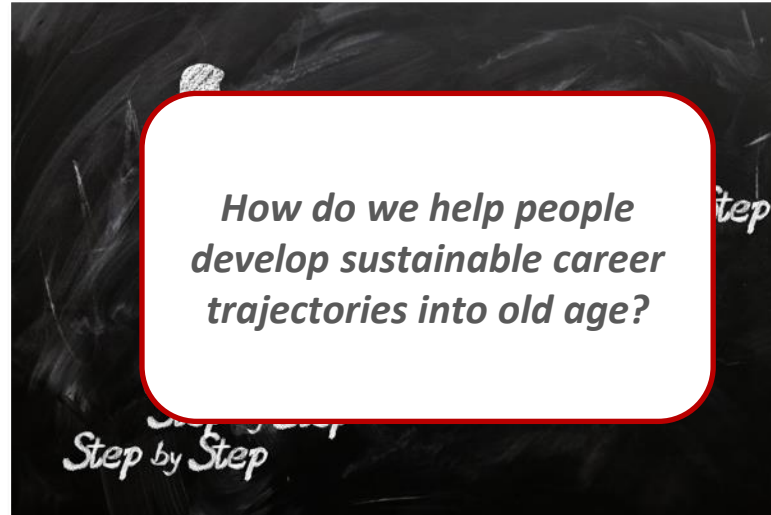
Master thesis (20 EC)

- **Work on your own research project on a topic of your interest**
 - **Matching with supervisors based on your interest & their expertise**
 - **Variety of settings & methods possible** (e.g., field studies, interventions, experiments, case studies, interviews etc.)
- **Who might be your next thesis supervisor?**



What broader questions do we study in our group?

<https://organizational-psychology-groningen.nl/research/>



Master thesis (20 EC)

- **Work on your own research project on a topic of your interest that matches a supervisor's expertise area**
 - **Matching with supervisors based on your interest & their expertise**
 - **Variety of settings & methods possible** (e.g., field studies, interventions, experiments, case studies, interviews etc.)
- **Some example topics from last year:**

How do job candidates react to technology-enhanced assessment methods?

How does career adaptability affect individual well-being & success at work?

What are the benefits and drawbacks of hybrid work?

Why do people resist creative ideas at work?

What are the effects of Dark Triad traits in the workplace?

How do leaders effectively manage conflicts?

Internship (10 EC)

- Practice your work and organizational knowledge and skills
 - Translate theory to practice
 - Develop your professional skills in a real organization

What types of internships can you do?

- **Practical internship** in a 'real organization'
- **Coaching platform internship** (you need to have taken the coaching course first)
- **Integrated internship** (combination of master thesis & internship)

How do we help?

- Provide **access** to an **internship database**
- Introduce you to our **partner organizations** (e.g., Noorderlink)
- Provide **exclusive access to the coaching platform**
- Help with, for example, **writing applications, CV** via our Career Services
- Provide **support** throughout (e.g., **interviewing meetings**)

Example internships: Integrated internship



Situation:

- Mental health service provider for about 250 male patients ('tbs') who committed a crime
- About 600 employees

Question:

- How do incidents with violent patients affect employees' health & absenteeism rates?

Student activities:

- **Master thesis research** (coded about 200 patient incidents; given access to organizational absenteeism data)
- **Internship activities:** helped prepare & conduct employee training on safety issues

Example internships: Integrated internship



Situation:

- Samenwerking Rijk Noord (SRN), helps various governmental organizations attract & manage their workforce and facilitates inter-organizational cooperations

Questions:

- How can we be a more attractive employer?
- How can we retain (ICT) personnel in a competitive labor market?

Student activities:

- **Master thesis research** (employee surveys on work design & telework)
- **Internship activities:** presentations to agency managers; participation in ongoing projects

Student outcomes:

- Job offers for two of our students

Where did some of our students find internships?



Rijksoverheid



Mercedes-Benz



Career prospects: What types of jobs are you likely to get?

HR Operations

- HR Business Partner
- HR Controller
- Partner People & Organizations
- People Operations Manager
- People Systems & Design Specialist
- Manager Flexible Workforce

Recruitment & Onboarding

- Talent Acquisition Specialist
- Global Strategic Sourcing Manager
- Test and Assessment Specialist
- Candidate Manager
- Onboarding Specialist
- Manager Talent Attraction

Learning & Development

- Manager Talent Strategy
- Talent Management Specialist
- Training & Development Specialist
- Online Learning Designer
- Performance Consultant
- (Executive) Coach

Compensation & Benefits

- Manager Reward & Recognition
- HR Compliance Manager
- Manpower & Compensation Specialist
- Compensation & Benefits Consultant

HR Data Analytics

- Manager Human Capital Analytics
- HR Data Analyst
- HR Tech Lead
- Workforce Insights Manager
- Lead People Data Scientist
- Manager People Systems

Organizational Development & Change

- Organizational Development Specialist
- Transformation Specialist
- Change Management Specialist
- Culture & Digital Transformation Manager
- HR Scrum Master
- Agile Coach

Diversity, Equity & Inclusion

- Manager Diversity & Inclusion
- Project Manager LGBTQ
- Talent & Diversity Officer
- Talent Enablement & Diversity Manager

Employee Experience & Well-being

- Employee Experience Manager
- Employee Engagement Officer
- Employee Experience Architect
- Happiness Officer
- Employee Well-being Manager

Career prospects: Where are some of our alumni now?



Mark Veensma

Adviseur Leiderschap (ECLD) | Organisatie
psycholoog | Phd. student



As a leadership advisor, he
**translates scientific findings
on leadership into practical
applications** (e.g., interventions,
workshops etc.)



university of
 groningen

As a PhD candidate, he looks
into **when & how destructive
leadership** develops over time

Career prospects: Where are some of our alumni now?



What other opportunities are there to prepare you for work?

■ Career talks

- We regularly invite practitioners to talk about their work
- Great networking opportunity & insights into different types of possible jobs out there

■ Community for WOP Psychology at VIP

- VIP is the study association for psychology students at the RuG
- Great opportunity to network with like-minded students, join in-house visits at different organizations & attend practitioner talks

■ Networking via LinkedIn

- Join our LinkedIn alumni group. Search on LinkedIn for a group called “ RuG Organizational Psychology Alumni Network” & ask to join

■ Job opportunities

- We post job opportunities (we know of) on Brightspace



Join us if you...

- are **interested in learning** about a **range of current topics** in WOP & **prefer to have some choice** in your coursework
- **enjoy** working with a **diverse, international** group of students & faculty
- are **eager** to gain **practical & professional skills** relevant for your future
- **want to actually make a difference !**



Questions ?



Further information & who to contact?

More information about **the programme**:

<https://www.rug.nl/masters/work-organizational-and-personnel-psychology/>

More information about **our team**:

<https://organizational-psychology-groningen.nl>

More information about **WOP/AOP psychology**:

<http://www.eawop.org>

<http://www.waop.nl>

<https://www.siop.org>

- For questions about the **content of the programme** you can contact us at org.masterpsy@rug.nl
- For questions about **admissions procedures & formalities** you can contact:
 - Admissions:
 - bss.msc.admission@rug.nl
 - toelatingscommissie.masterpsy@rug.nl
 - Study Advisors:
 - studieadvies.psy@rug.nl
 - studyadvice.psy@rug.nl
 - Student Service Desk (onderwijsbalie):
 - owbalie.gmw@rug.nl

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We hope to see you soon!

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