



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



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

# Who are we (the master track coordinators)?



**Dr. Kyriaki Fousiani**

You can reach us at : [org.masterpsy@rug.nl](mailto:org.masterpsy@rug.nl)



# 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



Attract & recruit new employees

Manage organizational change

Design work processes

Research & teaching

Create & deliver assessments

Facilitate organizational development

(Re)-design jobs to make them more meaningful

Support managers in creating healthy work cultures

Train & develop leaders & employees

Design reward & compensation models

Find ways to reduce stress & burnout

Support leadership in creating inclusive & equitable workplaces

Coach leaders, individuals & teams

Facilitate employee innovation

Employ analytics to gain workforce insights

Support employees with career planning

Design & implement performance management systems

Find ways to increase employee performance & engagement

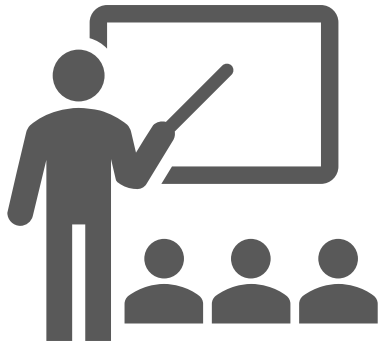
Help teams function

Etc...

# 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

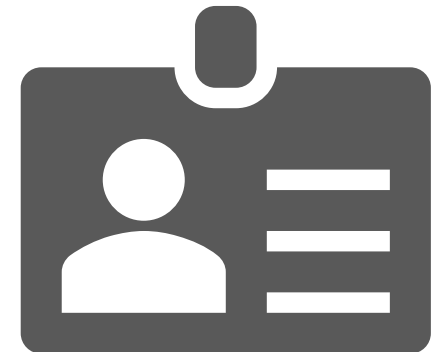


**Other**  
10 EC

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



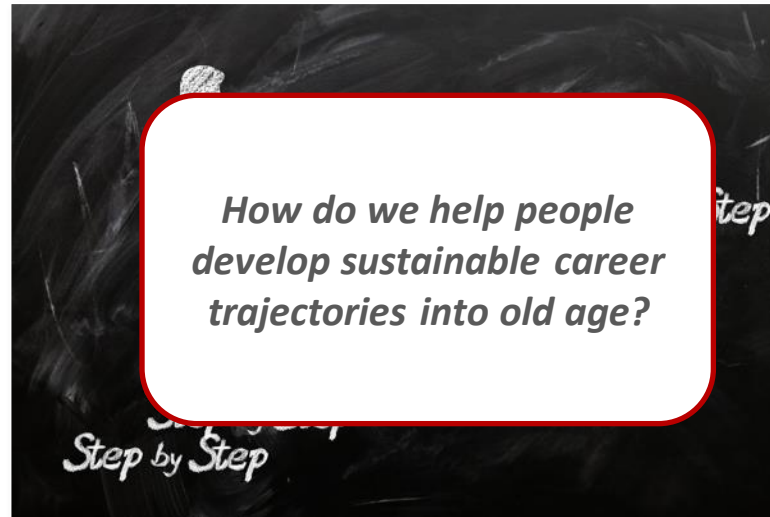
## Master thesis (20 EC)

- 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)
- **Research internship**
- **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](mailto:org.masterpsy@rug.nl)
- For questions about **admissions procedures & formalities** you can contact:
  - Admissions:
    - [bss.msc.admission@rug.nl](mailto:bss.msc.admission@rug.nl)
    - [toelatingscommissie.masterpsy@rug.nl](mailto:toelatingscommissie.masterpsy@rug.nl)
  - Study Advisors:
    - [studieadvies.psy@rug.nl](mailto:studieadvies.psy@rug.nl)
    - [studyadvice.psy@rug.nl](mailto:studyadvice.psy@rug.nl)
  - Student Service Desk (onderwijsbalie):
    - [owbalie.gmw@rug.nl](mailto:owbalie.gmw@rug.nl)



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



We hope to see you in February!

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



# What does the Coaching Platform do?

Founded in

**2011**

Coaches

**186**

Coachees

**560+**

## Create a community for coaches

Through events and a shared WhatsApp group and LinkedIn

## Enable coaches to develop themselves

They can continue to coach people and attend intervision meetings to discuss their progress

## Offer a support system

### *For coaches*

-> through intervision meetings and networking events

### *For coachees*

-> getting coaching free of charge from trained coaches



# Interested in becoming a **Coach** or hearing more about the **Coaching Platform**?

**Follow the Coaching course!**

The course is accessible for both WOP and TDC Master students and starts each Block

**Send an email to us!**

coachwerkplaats  
@rug.nl

**Take a look at our website!**



**Approach one of the interns**







Master  
 tomorrow

Explore  
 now

Master's Week  
 18–22 March

[rug.nl/mastertomorrow](https://rug.nl/mastertomorrow)

