



Programme syllabus

Faculty of Health and Life Sciences

Psykologi, arbets- och organisationspsykologi, masterprogram, 120 högskolepoäng

Psychology, Work and Organizational Psychology, Master Programme, 120 credits

Level

Second Level

Date of Ratification

Approved 2012-12-03

Revised 2014-01-23 by the Faculty Board within the Faculty of Health and Life Sciences

The programme syllabus is valid from autumn semester 2014

Prerequisites

basic eligibility for second-level studies and special eligibility:

- 90 credits in Psychology with a degree project or the equivalent
- English B/6 or the equivalent.

Description of Programme

The aim of the master program is that the students, upon completion of the program, should have a deepened knowledge in the main field of psychology, with special focus on industrial and organizational psychology, encompassing both theoretical and methodological understanding. Moreover, the students should gain insight into research and development in the field in such a way that the final degree project meets the criteria for publication in an international journal of psychology. After completing the program, potential employment sectors include private and public organizations with special focus on qualified evaluations of psycho-social issues among personnel.

Community contacts

The program includes relevant practical activities, with the student cooperating with private or public organizations in the community. The Master's student is expected for this purpose to be in contact with a so-called Case Study Organization (CSO) to which the student will be connected for a considerable time, and where theoretical elements can be studied and described. The research question of the final degree project must have a clear connection to industrial and organizational psychology. Guest lecturers from external organizations are also invited.

Scope of the program

The work place is becoming increasingly international, and this important aspect is reflected in course content, choice of literature, and themes in the courses, aiming towards useful future work within and across national borders.

Sustainability in work life is attained amongst other things via an increased knowledge of the psychological processes that people are involved in, and how one can convey health and job satisfaction to other people in a long-term perspective. Sustainable development is thus, in this sense, a principal goal of the program.

Knowledge about age, gender, and diversity can contribute to an increased understanding of work-related psychological processes, which is why these general categorizations are actively dealt with in the courses, both in the choice of course literature and as recurring themes in the courses. Moreover, the mindfulness perspective is a recurring theme in the program.

Objectives

Central degree objectives for the program can be found in the Higher Education Ordinance. In order to graduate, the student should demonstrate knowledge and understanding, skills and ability, judgement and mindset.

Objectives

Knowledge and understanding

After completing the program the student should be able to:

- demonstrate knowledge and understanding in the main field of study,
- including both a broad knowledge of the field and a substantially deeper knowledge of certain parts of the field,
- as well as a deeper insight into current research and development work; and
- demonstrate deeper a methodological knowledge in their main field of study

Skills and abilities

After completing the program the student should be able to:

- demonstrate an ability to critically and systematically integrate knowledge and to analyze, assess and deal with complex phenomena, issues and situations, even when limited information is available;
- demonstrate an ability to critically, independently and creatively identify and formulate issues and to plan and, using appropriate methods, carry out advanced tasks within specified time limits so as to contribute to the development of knowledge as well as evaluate this work;
- demonstrate an ability to clearly present and discuss their conclusions and the knowledge and arguments behind them, in dialogue with different groups, orally and in writing, in national and international contexts; and
- demonstrate the skill required to participate in research and development work or to work independently in other advanced contexts

Judgement and approach

After completing the program the student should be able to:

- demonstrate an ability to make assessments in their main field of study, taking into account relevant scientific, social and ethical aspects, and demonstrate an awareness of ethical aspects of research and development work;
- demonstrate insight into the potential and limitations of science, its role in society and people's responsibility for how it is used; and

- demonstrate an ability to identify the need for further knowledge and to take responsibility for developing this knowledge

Content

A program coordinator organizes and integrates the structure and content of the program. The program consists of 12 courses, ten of which comprise 7.5 ECTS credit points (hp), one course comprises 15 ECTS and the student completes the program in the fourth semester with an independent thesis of 30 ECTS. All courses given are within the study area of industrial and organizational psychology.

Semester 1

- Philosophy of science and history of psychology, 7.5 ECTS, A1N
- Scientific methodology, 7.5 ECTS, A1N
- Relationships at work, 7.5 ECTS, A1N
- Job satisfaction and motivation, 7.5 ECTS, A1N

Semester 2

- Personality psychology and recruitment, 7.5 ECTS, A1F
- Stress and health, 7.5 ECTS, A1F
- Leadership theories, 7.5 ECTS, A1F
- Coping with organizational conflicts, 7.5 ECTS, A1F

Semester 3

- Univariate and multivariate statistics, 7.5 ECTS, A1F
- Organizations in a global world: culture and society, 15 ECTS, A1F
- Organizational change, 7.5 ECTS, A1F

Semester 4

- Independent degree project, 30 ECTS, A2E

Quality Development

A written course evaluation is carried out after each course, preferably online. The students are expected to appoint a representative who, on a continuous basis, has a dialogue with the teacher or program coordinator. The quality of the program is furthermore developed through a study contract between the teacher and the students where both parties' duties are made clear, for example, what the student may expect from the teacher in his/her role as supervisor. At the end of each year a summative program evaluation is carried out. Compilations of the course and program evaluations are archived by the department.

A Program Board is appointed and works with development of the program in keeping with the way the program is adapted to future needs. The board consists of members of the psychology department, a student representative, and an external representative who is employed within the main field of study. The program is developed on a continuous basis in order to meet the demands raised by the students and the surrounding world. This may entail that the names and duration of courses may to some extent change during the course of the program.

Degree Certificate

Upon completion of the program, following the requirements described in the regulations of the Higher Education Ordinance, as well as the local regulations for Linnaeus University, the student can apply for a degree. A student who has completed the program Psychology, industrial and organizational psychology, Master Programme, 120 Credits may obtain the following degree:

Master of science with specialization in industrial and organizational psychology
Main study area: Psychology

The diploma is bilingual (Swedish/English), with the addendum Diploma Supplement (English).