



## 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 2017-12-07 by the Faculty Board within the Faculty of Health and Life Sciences

The programme syllabus is valid from autumn semester 2018

### Prerequisites

Basic eligibility for second-level studies and special eligibility:

- English B, or the equivalent
- 90 credits in psychology, including a 15 credits degree project, or the equivalent

### Description of Programme

The aim of the master programme is that the students, upon completion of the programme, 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. Upon completion of the programme, potential employment sectors include private and public organizations with special focus on qualified evaluations of psycho-social issues among personnel.

### Objectives

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

#### *Objectives*

Knowledge and understanding

After completing the programme 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 programme 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 programme 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

### Programme overview

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

### Courses in the programme

All courses are within the main study area.

### *Semester 1*

- Philosophy of science and history of psychology, 7.5 ECTS, A1N. The aim of the course is to give knowledge about the philosophical and methodological starting points of work- and organizational psychology in as well a historical as current perspectives. In the course, the philosophical grounds of relevant scientific methods are treated with focus on terms, possibilities and limitations.
- Scientific methodology, 7.5 ECTS, A1N. The aim of the course is that the student is able to critically scrutinize and compare different scientific methods used in

work and organizational psychology. The course contains i.a., the recent history of statistics, quantitative and qualitative scientific methods, literature search, and oral and written communication.

- Judgment and decision making in the workplace, 7.5 ECTS, A1N. The course introduces the students to basic judgment and decision making processes that play a central role in the workplace. The course has a strong focus on judgment and decision making bias that occurs in various work related domains, as well as the cognitive and emotional antecedents of such bias. Another main theme of the course is highlighting the importance of using rigorous research methods in the study of organizational decision making.
- Job satisfaction and motivation, 7.5 ECTS, A1N. Aim: to obtain an in-depth understanding of different perspectives of job satisfaction and motivation and the relationship to work as well as critically evaluate the evidence for a relationship between performance and motivation as well as performance and satisfaction. Job satisfaction and motivation have been of interest for a long time and considered important for the activity and survival of organisations. This course will include a variety of perspectives on job satisfaction and motivation as well as a critical evaluation of the claimed relationship between work and satisfaction as well as the claimed relationship between work and motivation. Further a critical evaluation of practical applications created to affect job motivation will be carried out along with a consideration of weaknesses and strengths of methodologies used within the research field.

### *Semester 2*

- Personality psychology and recruitment, 7.5 ECTS, A1F. The aim of the course is that the student is able to explain and critically analyze personality factors at work, and their relevance for recruitment. The course contains personality theories, the various steps in the recruitment process, ethical dilemmas, and methodological challenges in the process.
- Stress at work, 7.5 ECTS, A1F. The course is divided into two subcourses. Subcourse 1 is intended to give the student a deeper understanding of biological stress systems and psychological stress reactions. The course deals with biological, psychological and sociocultural perspectives on stress as well as providing a practical perspective on work and gender related factors. The purpose of subcourse 2 is for the student to be able to critically review and analyze the concept of mindfulness. The course deals with mindfulness in a scientific perspective as related to stress, efficiency, job satisfaction and various forms of organization. The course also includes own training in mindfulness related to metacognitive processes.
- Leadership theories, 7.5 ECTS, A1F. The course aims to critically assess and integrate knowledge of leadership, development and change in a cultural and organizational context. Different leadership theories are analyzed and discussed with relevance for the effectiveness of various leadership styles and related to different organizations. Through the course, the students are trained to independently identify and critically evaluate problems and to propose and communicate solutions related to leadership.
- Coping with organizational conflicts, 7.5 ECTS, A1F. The purpose of course is to enhance student's theoretical knowledge of and practical abilities to identify and understand, handle and prevent conflicts in the work place. Traditional theories and explanations of workplace conflict will be unified into a holistic, system analytic frame, the focus of which is on the dynamic interplay of indicators, thus, triggers and calmers of conflicts on three levels.

### *Semester 3*

- Univariate and multivariate statistics, 7.5 ECTS, A1F. The course aims at understanding the principles for advanced statistical tests in the General Linear

Model, and ability to use them correctly. The course, therefore, contains presentations and training in these tests.

- Perspectives on ageing at work, 7.5 ECTS, A1F. Aim; To obtain a deeper understanding of ageing in relation to educational institutions, business organisations and associations in the light of questions such as mental and physical health, age-discrimination and sustainable active ageing. Content; Post-industrial societies are ageing. In Europe the proportion of seniors on the labor market is growing. In many industrialised countries however there has a clear shortening of working life, over the last 30 years. This is principally due to a later entry into the labour market (lengthening of the educational period) and an earlier exit. In this course we consider ageing in relation to educational institutions, business organisations and associations. Here factors such as health and well being will be considered as will factors affecting the entry on to the labour market and exit from the labour market. Age discrimination will be discussed as will sustainable active ageing.
- Organizations in a global world: culture and society, 7.5 ECTS, A1F. Aims: To obtain an indepth understanding of organisations from a multicultural, intercultural and cross-cultural perspective in a global world; to analyse organizations using a cross-cultural perspective in relation to leadership, organizational change, as well as needs and values related to work in different countries.
- Organizational change, 7.5 ECTS, A1F. The purpose of the course is to give an increased understanding on how organizations are influenced by, and are influencing, organizational change. The course also aims to develop the skills necessary to realize risks (such as stress) and opportunity (such as development) with future changes, and the ability to independently conduct systematic evaluations of organizational change. A common theme in the course is that organizational change is studied from several perspectives and level of analysis (individual differences, organizational climate and organizational culture).

#### *Semester 4*

- Degree project, 30 ECTS, A2E. The aim of the course is for the student to be able to work independently with research, to search for scientific literature, to state a scientific and psychologically relevant research question focusing on industrial and organization psychology, develop a research plan, independently carry out the data collection, perform advanced data analyses of collected data, critically discuss obtained results and relate them to relevant research in the field, write a report with the potential to publish in a scientific journal. The course contains training in all of these practices.

#### Societal relevance

The program includes relevant practical activities, with the student cooperating with private or public organizations in the community. The Master 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.

### Internationalization

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. The third semester (M3) can be exchanged for international studies, or other courses chosen in agreement with the course coordinators.

### Scope of the program

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.

## 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).