



Programme syllabus

Faculty of Health and Life Sciences

Psykologi, arbets- och organisationspsykologi, masterprogram, 120 högskolepoäng, 120 högskolepoäng

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

Level

Second Level

Date of Ratification

Approved by Faculty of Health and Life Sciences 2012-12-03

Revised 2022-06-02

The programme syllabus is valid from autumn semester 2023

Prerequisites

Basic eligibility for second-level studies and special eligibility:

- 90 credits in Psychology, including a 15-credit degree project, or the equivalent
- English 6, or the equivalent

Description of Programme

Work and Organizational Psychology is the study of how psychological factors on individual, group and organizational levels affect the ability of organizations to reach their goals, and how individuals affect and are affected by organizations.

The aim of the master's program is that upon its completion the student shall have a deepened knowledge of the main field of Psychology, with special focus on Work and Organizational Psychology. This encompasses both a theoretical as well as a methodological understanding. Moreover, the student shall gain insight into research and development in the field in such a way that the final degree project meets the criteria for publication in international journals of Psychology.

Within the program there are elements of relevant practical activities through which the student is provided with the opportunity to cooperate with private and public sector organizations within the surrounding society. To this end, the program has contact with organizations with which the student is connected during the program's first three semesters and within which theoretical course components can be studied and described.

Possible sectors or professional fields of relevance after completed studies include national and international, private and public sector organizations with a special emphasis on qualified development and assessment regarding psychosocial issues among personnel.

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
- an enhanced 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, questions and situations, even when limited information is available;
- 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;
- 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,
- 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, insight into the potential and limitations of science, its role in society and people's responsibility for how it is used; and
- an ability to identify the need for further knowledge and to take responsibility for developing this knowledge.

Content

Program overview

A program coordinator organizes and integrates the structure and content of the program. The program consists of thirteen courses, twelve of which comprise 7.5 credits, one course comprises 30 credits. The student completes the program in the fourth semester with an independent degree project of 30 ECTS. All courses provided are within the main study area of Psychology. All courses provided in Year 2, apart from the degree project, can be substituted with international exchange courses after consultation with the program coordinator. The program is provided in English.

Courses in the program

Year 1

- Work and Organizational Psychology: Overview and Practical Application. 7.5 ECTS, A1N.* The course covers the emergence of Work and Organizational Psychology, its scientific background, key questions related to the subject, its practical application, professional development within the field and professional ethics. The course also contains theoretical perspectives on, and practical applications of, teamwork, as well as the start-up process of collaboration with contact organizations.
- Scientific methodology, 7.5 ECTS, A1N.* The course covers critical scrutinization and comparison of different scientific methods used in Work and Organizational Psychology. The course contains *inter alia* the history and current trends of Statistics, open science, causal models, design, measurement, scientific ethics and literature searching/information literacy.
- Judgement and decision making in the workplace, 7.5 ECTS, A1N.* The course introduces the student to basic judgement and decision-making processes that play a central role in the workplace. Another theme of the course draws attention to the importance of using rigorous research methods in the study of organizational decision-making.
- Job satisfaction and motivation, 7.5 ECTS, A1N.* The course covers psychological perspectives on job satisfaction and motivation, the relationship between motivation and performance as well as the relationship between job satisfaction and performance.
- Selection and recruitment, 7.5 ECTS, A1N.* The course covers factors that predict work performance and their relevance in the recruitment process. Personality theory and its relevance to working life; the different stages of the recruitment process; ethical considerations and methodological challenges are also covered.
- Stress at work, 7.5 ECTS, A1N.* The course covers different biological stress systems and psychological stress reactions, biological, psychological and socio-cultural perspectives on stress, stress management as well as an applied perspective on work and gender related factors.
- Leadership theories, 7.5 ECTS, A1N.* The course covers leadership theories, their development and changes over time within cultural and organizational settings; as well as their efficiency within different contexts.
- Coping with organizational conflicts, 7.5 ECTS, A1N.* The course covers theories on workplace conflict from a system-analytical perspective with focus on the dynamic interplay of indicators that trigger and calm conflicts on interacting, intrapersonal, interpersonal and the organizational levels. The course contains theoretical and applied perspectives on the identification, analysis, management and prevention of organizational conflict.

Year 2

- Organizational change, 7.5 ECTS, A1F.* Organizational change is studied from several perspectives and level of analysis, for example: individual differences, organizational culture and organizational climate. The course contains analysis of the risks and possibilities of future organizational change as well as methods for systematic evaluation of completed organizational change.
- Diversity and inclusion in organizations, 7.5 ECTS, A1F.* The course covers the advantages of and challenges with diversity in organizations, as well as obstacles to inclusion. The course contains direct, indirect and perceived discrimination on different grounds (for example: gender, ethnicity and age) as well as work-

related discrimination in organizations; interventions aimed at increasing diversity and inclusion; and different workplace diversity training initiatives.

- Organizations in a global world: culture and society, 7.5 ECTS, A1F.* The course focuses on the understanding of organizations from a multicultural, intercultural and cross-cultural perspective.
- Univariate and multivariate statistics, 7.5 ECTS, A1F.* The course covers the principles for advanced statistical tests within the group of the General Linear Model, and ability to use them appropriately. The course therefore contains briefings and training in statistical modelling.
- Degree project, 30 ECTS, A2E.* The aim of the course is for the student to be able to: work independently under supervision to access scientific literature, to state a scientific and psychologically relevant research question focusing on Work and Organizational Psychology; develop a research plan; independently carry out data collection; perform advanced data analyses of collected data; critically discuss obtained results and relate them to relevant research in the field; as well as write a report with the potential to be published in a scientific journal. The course contains training in all of these practices.

* course within the subject area.

Societal relevance

Society's future skill supply is dependent on a sustainable working life. Well-functioning organizations with healthy and productive employees are a central component of a sustainable working life. The program has social relevance since a deeper understanding of how psychological factors affect organizations, employee groups and employees can be used to strengthen organizations' ability to compete, the functioning of groups and the enhancement of individuals' job satisfaction and health. The research question of the final degree project must have a clear connection to Work and Organizational Psychology. Guest lecturers from the surrounding community are invited.

Internationalization

In order to contribute to global development and to solve global challenges international and intercultural competence is required. The workplace 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. All courses during Year 2, except the degree project, can be replaced by exchange studies, after consultation with the program coordinator. The opportunity to carry out student exchange at a partner university exists, for example, through a double-degree.

Sustainable societal development

Sustainable development is a recurring theme in the program as the student is provided with the opportunity to develop knowledge of the psychological processes that affect organizations, groups and individuals in working life. In line with Agenda 2030 and the global sustainability goals, this knowledge enables the student to assist organizations in the promotion of health (Objective 3); knowledge of inclusion and organizational justice to help to reduce inequalities (Objective 10); as well as by contributing to individuals' job satisfaction and decent working conditions (Objective 8). Sustainable development and equality of opportunity are integrated into the organization and execution of the program. Reduced inequalities (Objective 10) and gender equality (Objective 5) are recurring themes in the courses as well as in the selection of teaching material and methods. Perspectives on equality of opportunity are covered in the course evaluations.

Quality Development

Each student year group is tasked with appointing a student representative who, on behalf of the student year group communicates with the program and course coordinators as well as acts as representative for their year group on the Program Board. The Program Board consists of teaching representatives, student representatives and the program coordinator. The program coordinator, in consultation with the Program Board, bears responsibility for the development and quality assurance of the program. As a part of quality assurance the students have the opportunity to complete an anonymous course evaluation after each completed course. A summary of the course evaluation including suggestions for course improvement based on the course evaluations are presented to students in close proximity to the completion of each course. Summaries of the course evaluations are archived and made available.

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, Work and Organizational Psychology, Master Program, 120 Credits may obtain the following degree:

Degree of 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).

Other Information

Miscellaneous

In the event of any discrepancies between the Swedish and English versions of the program syllabus, the Swedish version takes precedence. Additional costs may be incurred with visits to the contact organizations in the surrounding area.