

# Introduction

## Master specialisation

### Occupational Health Psychology

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Universiteit  
Leiden  
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## Today

- What is Occupational Health Psychology (OHP)?
- Professional perspectives
- Current topics in OHP
- The courses: mandatory & electives
- Thesis & Internship
- A student/alumnus' perspective: Emma Lamers

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## Occupational Health Psychology

'OHP concerns the application of psychology to improving the quality of work life, and to protecting and promoting the safety, health and well-being of workers' (NIOSH)

- Central theme:  
the person in his/her working environment



European Academy of Occupational Health Psychology

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Master OHP at Leiden University:

*'Healthy people @ healthy jobs'*

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## Professional Perspectives

- Occupational Health Services (ARBO-diensten)
- Consultancy
- Health promotion
- Stress management / counseling
- Training, coaching, teambuilding
- Human Resources Management
- Assessment & selection
- Career counseling
- Reintegration, outplacement
- Staff- & management positions in (non-)profit sector
- (Scientific) research

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## Examples of current topics in OHP

- Strong focus on productivity → high strain / time pressure
- Increased Automation/Computerisation → cognitive demands
- Accidents & errors, e.g. in aviation, health care
- Work - private life balance / recovery
- Globalisation → diversity issues
- Reorganisations → change management; job insecurity
- Bullying / harassment
- Absenteeism, presenteeism, & disability (costs!)
- ↑ Retirement age → keeping employees fit & productive

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## Occupational Health Psychology

Knowledge regarding 'Occupational Health' in various subdisciplines of psychology

- **Health Psychology**
  - Causes and consequences of occupational stress
  - Health promotion at the worksite
- **Social & Organisational Psychology**
  - Leadership and job motivation; Group processes, e.g. Dealing with diversity
- **Cognitive Psychology**
  - Optimisation of cognitive functioning
  - Development of human-machine systems

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## Why the master OHP at Leiden University?

### 'Healthy people @ healthy jobs'

Key characteristics:

- the only master programme ensuing from a collaboration of various disciplines within  $\Psi$  (S&O, HP, ACP)
- Broad integrated perspective on employee & work setting
- Scientist-practitioner model
- Room for specialisation through electives, thesis, and internship

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## Admission (Professional) Master

- Bachelor Psychology Leiden University
- Bachelor Psychology other Dutch University:  
Admission Procedure
- Bachelor at other Institutions:  
Admission Procedure
- *Content Requirements Bachelor Psychology: Corresponding course in 3rd Bachelor year at 400 level*  
Applied Cognitive Psychology or  
Health & Medical Psychology or  
Social Psychology in Organisations

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## Master Programme OHP

- |                            |                |
|----------------------------|----------------|
| • Mandatory courses        | 20 ECTS        |
| • Elective courses         | 10 ECTS        |
| • Thesis Proposal + Thesis | 20 ECTS        |
| • Internship               | 10 ECTS        |
|                            | <hr/>          |
|                            | <b>60 ECTS</b> |

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## Mandatory courses (20 ECTS)

- \* **Work & Stress (5)**  
role of workplace factors in employee health and well-being
  - \* **Interventions in Occupational Health (5)**  
how to assess occupational risks & how to design, implement & evaluate individual- & organisational-focused interventions
  - \* **Human Potential: Application (5)**  
how to enhance productivity, creativity, memory, well-being and self-regulation in a variety of contexts
- At least 1 course out of the following 3 courses:*
- \* **Negotiation and Social Decision Making (5)**  
social psychological issues in organisational behaviour
  - \* **Organisational Management (5)**  
key topics in the domain of organisational management and training in applying this knowledge to organisational practice
  - \* **Motivation, Power & Leadership (5)**  
the interplay between individuals, groups and organisations with special attention to the roles of managers

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### Some Suggested Electives (10 ECTS)

- Negotiation and Social Decision Making (5)
- Organisational Management (5)
- Motivation, Power & Leadership (5)
- Health Promotion and Disease Prevention (5)
- Innovations in E-Health care (5)
- Trainers Course Communication Skills (10) → + trainer IBV

### Master Thesis (20 ECTS)

- List of topics offered by staff members of Social & Organisational -, Health -, and Cognitive Psychology (+ external options)
- Some examples of recent thesis topics:
  - Effects of fear in the workplace
  - Chronic disease and work ability
  - Work-home interference
  - Aggression and violence in health care
  - Organisational risk factors within the operation room
  - Effectiveness of stress management interventions
  - Emotion work and burnout
  - Organisational predictors of bullying

### Internship (10 ECTS): some examples

- Arbo Unie (Occupational Health Services)
- Police Academy – Recruitment & Selection
- Avery Dennison – Talent Acquisition Department
- Mind at Work (re-integration, counseling, (psychological) assessment)
- House of Performance (consultancy)
- Deloitte Consulting - Change Management department
- ABN/AMRO (HR – employee vitality program)
- Great Place to Work (research, consultation, & training)
- Fitbase (Hamburg; worksite health promotion)
- Alfabeeld (improving safety in organisations)
- Ministry of Social Affairs and Employment (SZW) – health & safety at the workplace
- TNO – research internships
- IBV trainer – 2<sup>nd</sup> year psychology students (after TCCS)

### Master OHP Programme

- Start in September or February



### Who will you encounter during your master programme?



### Further education after your master ...

Various options:

- Specific courses on e.g. HRM, assessment & selection, change management (offered by e.g., Schouten & Nelissen, de Baak)
- Post-doctoral education 'ARBO deskundige'
- In-company traineeships
- PhD

**An OHP graduate's perspective:  
Emma Lamers (graduated Feb '17)**



- Choice for this master program
- Courses (Electives: eHealth + ADA)
- Master Thesis - Tampere University \*
- Internship – Arbodienst (Health and Safety services) Ygeia
  
- HR Assistant Naspers Group in Hoofddorp

\*De Bloom, J., Syrek, C. J., Lamers, E., & Burkdorf, S. (in press). But the memories last forever... Vacation Reminiscence and Recovery from Job Stress: A Psychological Needs Perspective. *Wirtschaftspsychologie*.

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**Be a master student for a day?**

- Join a masterstudent OHP on November 21, 10:00-14:00
- Enroll at:  
<https://www.universiteitleiden.nl/en/events/extra/2017/11/student-for-a-day-occupational-health-psychology-21-november-2017>

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**Questions ?**



More information on Occupational Health Psychology:

- 'Meet & Greet' on the ground floor
  - books, info on theses / internships, handouts
  - Master OHP-students and coordinator - ready to answer all your questions!
- Furthermore, feel free to contact me:
  - Margot van der Doef (2A07, 071-5273987, [doef@fsw.leidenuniv.nl](mailto:doef@fsw.leidenuniv.nl))

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