Introduction
Master specialisation
Occupational Health Psychology

Dr. Margot van der Doef
November 2, 2018

Today

• What is Occupational Health Psychology (OHP)?
• Professional perspectives
• Current topics in OHP
• The courses: mandatory & electives
• Thesis & Internship
• Student/alumnus perspective: Lisanne Ort

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

Master OHP at Leiden University:

‘Healthy people @ healthy jobs’

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
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

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**
  - Optimalisation of cognitive functioning
  - Development of human-machine systems

Why the master OHP at Leiden University?

‘Healthy people @ healthy jobs’

Key characteristics:

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

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

Master Programme OHP

- Mandatory courses 20 EC
- Elective courses 10 EC
- Thesis Proposal + Thesis 20 EC
- Internship 10 EC

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

Mandatory courses (20 EC)

- 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
- Improving Human Performance in Practice (5)
  - How to enhance productivity, creativity, memory, well-being and self-regulation in a variety of contexts

At least 2 course out of the following 3 courses:

- Negotiation and Social Decision Making (5)
- Organisational Management (5)
- Motivation, Power & Leadership (5)
Some Suggested Electives (10 EC)

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

Master Thesis (20 EC)

- List of topics offered by staff members of Social & Organisational -, Health -, and Cognitive Psychology
- 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
  - Relationship between job satisfaction and job performance
  - Effectiveness of stress management interventions
  - Emotion work and burnout
  - Organisational predictors of bullying

Internship (10 EC): 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)
- Ministry of Social Affairs and Employment (SZW) – health & safety at the workplace
- TNO – research internships
- IBV trainer – 2nd 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
Lisanne Ort

Personal facts
- Age 25
- Lives in Leiden

Study
- Bachelor: Psychology, University of Leiden
- Master: Occupational Health Psychology, University of Leiden

Internship / Job
- Accenture – Inclusion & Diversity Intern
- PwC – People & Organisation Traineeship
- PwC – Job after traineeship

Subjects
- Work and Stress (OHP)
- Human Potential (ACP)
- Interventions in Occupational Health (OHP)
- Motivation, Power, Leadership (S&O)
- Organisational Management (S&O)
- Negotiation and Social Decision Making (S&O)

Thesis
- S&O

Overall: very doable, but know your own study pace ☺

Questions?

More information on Occupational Health Psychology:
- ‘Meet & Greet’ on the ground floor
- OHP masterstudents, alumnus, coordinator - ready to answer all your questions!

Furthermore, feel free to contact me:
- Margot van der Doef (2A07, 071-5273987, doef@fsw.leidenuniv.nl)