Introduction
Master specialisation
Occupational Health Psychology
Today

- What is Occupational Health Psychology (OHP)?
- Professional perspectives
- Current topics in OHP
- The courses: mandatory & electives
- Thesis & Internship
- Student/alumnus perspective:
  Stefan van Zuijlen and Eva Brandel
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
Discover the world at Leiden University
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 various 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 ECTS
- Elective courses 10 ECTS
- Thesis Proposal + Thesis 20 ECTS
- Internship 10 ECTS

60 ECTS
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
Some Suggested Electives (10 ECTS)

- 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-Healthcare (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

- 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 – 2nd year psychology students (after TCCS)
Master OHP Programme

- Start in September or February

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- Interventions in Occupational Health (5)
- Human Potential: Application (5)
- Organisational Management (5)
- Negotiation and Social Decision Making (5)
- Organisational Management (5)
- Thesis (20)
- + 10 ECTS Electives!
Who will you encounter during your master programme?

Discover the world at Leiden University
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
‘Student for a day’

• Join a masterstudent OHP on March 20, 9:00 – 13:00

• You can enroll in the central hall today

or at:  https://www.universiteitleiden.nl/en/events/extra/2018/03/student-for-day-occupational-health-psychology-20-maart
A student’s perspective: Stefan van Zuijlen (start master: September 2015)

• Why Occupational Health Psychology?
• Overview
  • Courses
  • Master thesis
  • Internship
• Future
Courses

- Work and Stress
- Interventions in Occupational Health
- Etc.
Master thesis & Internship

• A systematic review and cross-sectional study on the organizational antecedents of workplace bullying

• KPN: creating an awareness; workload and work stress
Alumnus perspective

Start Master: September 2016
My planning

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Start Master: September 2016
Duration: 1.5 year
Questions?

More information on Occupational Health Psychology:

- ‘Meet & Greet’ on the ground floor
  - books, info on theses / internships, handouts
  - Master OHP-student/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)