Introduction
Master specialisation
Occupational Health Psychology

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Universiteit
Leiden
The Netherlands

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

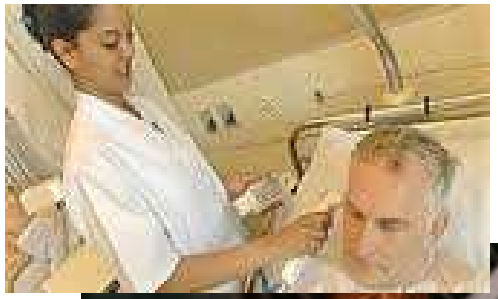
'OHP concerns the application of psychology
to improving the quality of work life, and
to protecting and promoting the safety, health and well-being of workers' (NIOSH)

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

Society for Occupational Health Psychology

eaohp European Academy of Occupational Health Psychology

AMBULANCE



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-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

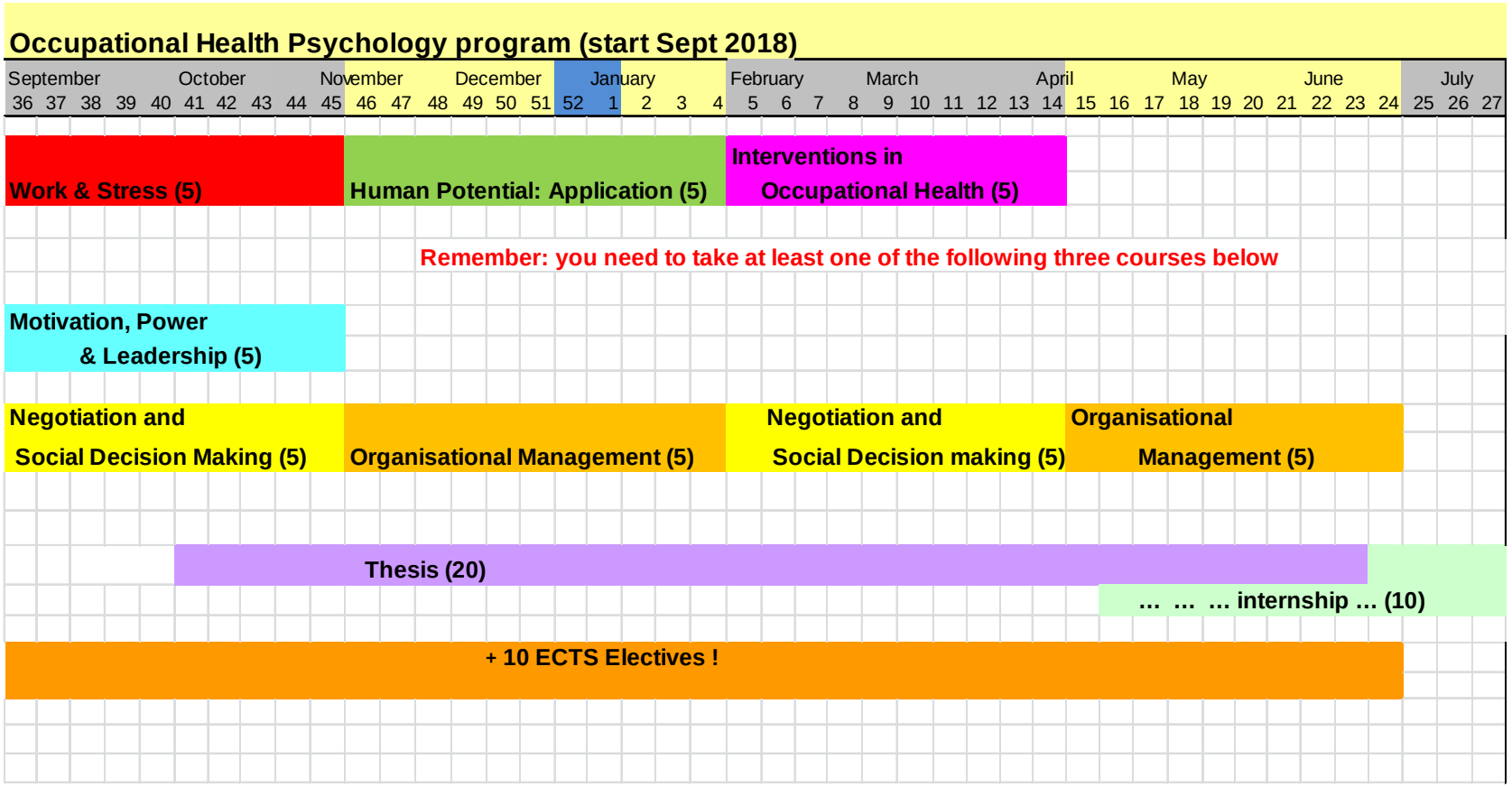
- Some examples of recent thesis topics:
  - Effects of fear in the workplace
  - Chronic disease and work ability
  - Work-home interference
  - Aggression and violence in health care
  - Organisational risk factors within the operation room
  - Effectiveness of stress management interventions
  - Emotion 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



Who will you encounter during your master programme?

Further education after your master ...

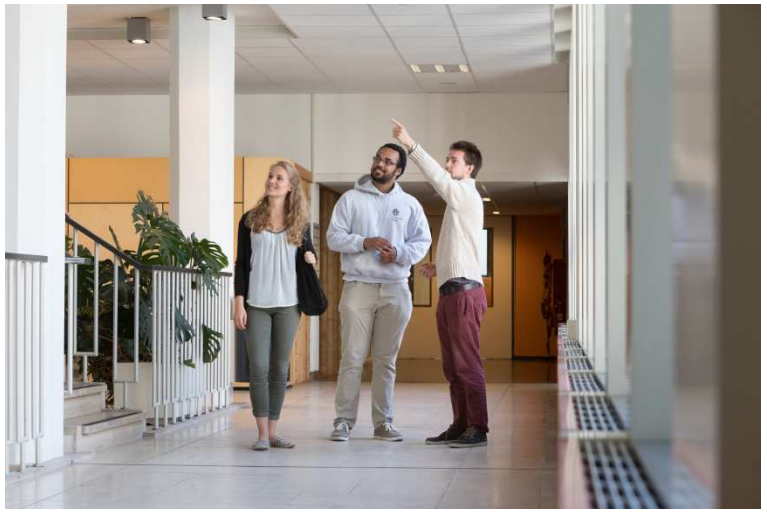
Various options:

- 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

‘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

Future

Zorg van de Zaak
Werk, Arbo & Gezondheid
RoderSana
improving your life
Margolin
Zorg van de Zaak
Netwerk
co-eur
GIMD
grip
schuldhulpverlening
skils
Rode Kruis ziekenhuis

Alumnus perspective

Start Master: September 2016

My planning

Semester 1		Semester 2	
Block 1	**Block 2**	**Block 3**	Block 4
Motivation, Power & Leadership (5 EC)	Trainers Course Communication Skills (10 EC)	IBV (0 EC)	Interventions in OHP (5 EC)
Work & Stress (5 EC)			
Voluntary internship (0 EC)			
Thesis (20 EC)			

Semester 1	
Block 1	**Block 2**
	Human Potential (5 EC)
Official internship (10 EC)	

Start Master: September 2016

Duration: 1,5 year

ONE WAY
OR ANOTHER

Idee
sketch
A/a

INTERNSHIP

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)