

Introduction

Master specialisation

Occupational Health Psychology

Margot van der Doef & Daphne Marinisse

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**Universiteit
Leiden**
The Netherlands

Discover the world at Leiden University

Today

- What is Occupational Health Psychology (OHP)?
- Professional perspectives
- Current topics in OHP
- The courses: mandatory & electives
- Thesis & Internship
- Student/alumnus perspective
- Time for questions

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



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

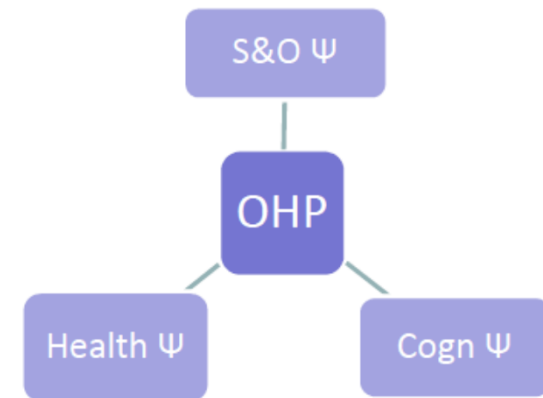
Examples of current topics in OHP

- 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**
 - Optimisation 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

60 EC

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 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 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)

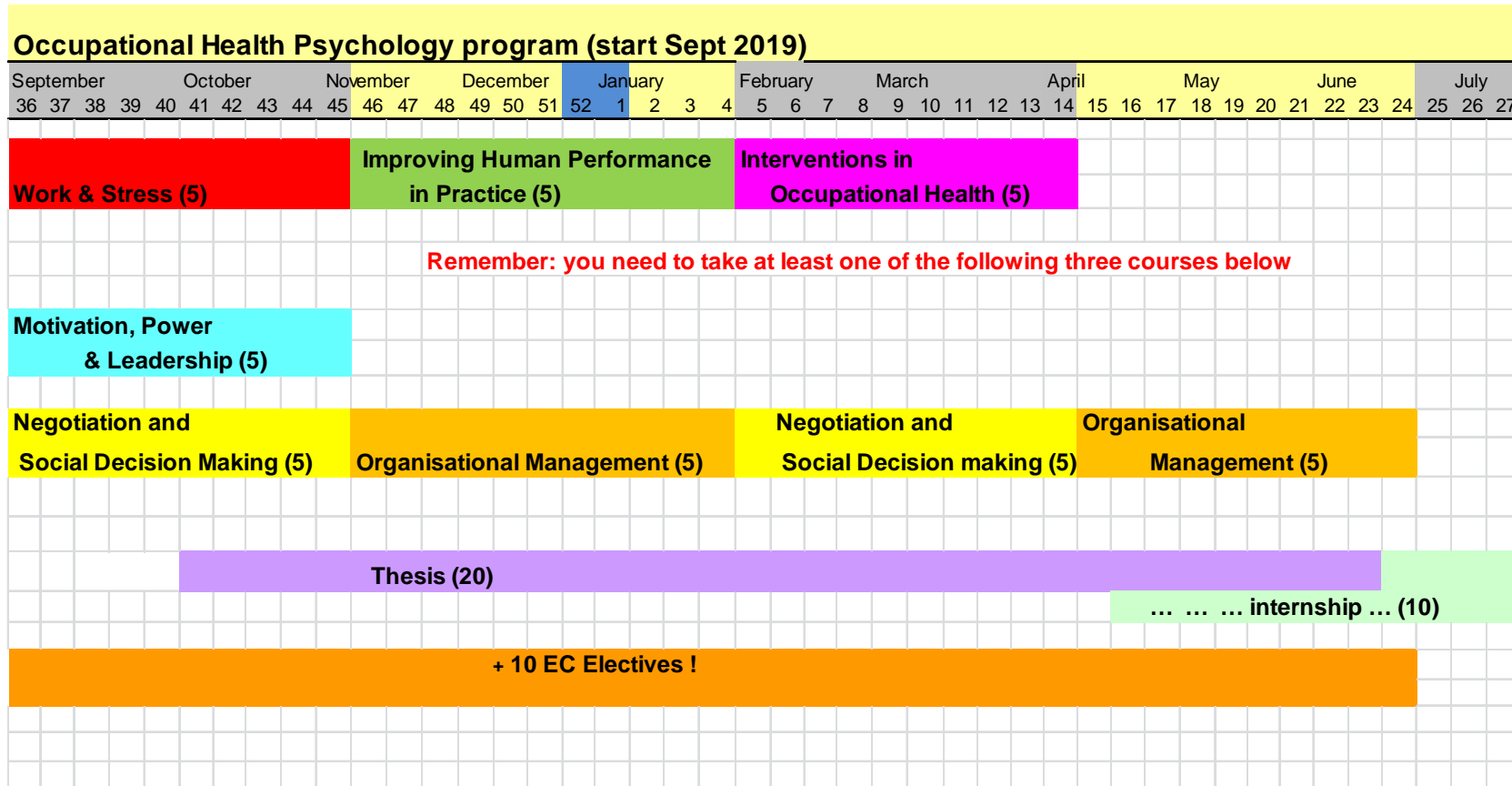
- List of topics offered by staff members of Social & Organisational -, Health - , and Cognitive Psychology
- Some examples of recent thesis topics:
 - Patient safety in hospitals
 - Effects of fear in the workplace
 - Openness to diversity in organisations
 - Chronic disease and work ability
 - Determinants of presenteeism
 - Organisational predictors of bullying
 - Buffering role of at-work and off-work recovery
 - Meditation and cognitive control
 - Effectiveness of stress management interventions

Internship (10 EC): some examples

- Human Capital Care (Occupational Health Services)
- House of Performance (consultancy)
- Great Place to Work (research, consultation, & training)
- Deloitte Consulting - Change Management department
- Accenture – Inclusion & Diversity
- Mind at Work (re-integration, counseling, (psychological) assessment)
- ABN/AMRO (HR – employee vitality program)
- Fitbase (Hamburg; worksite health promotion)
- Alfabeeld (improving safety in organisations)
- Police Academy – Recruitment & Selection
- Avery Dennison – Talent Acquisition Department
- 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



A STUDENT EXPERIENCE

OCCUPATIONAL HEALTH PSYCHOLOGY



MY CHOICE FOR THIS MASTERSPECIALISATION

- Interested in positive psychology
- How can we improve the work environment
- How can we increase people's resources
- Work pressure is a very present day theme
- You can make impact

MY MASTER PLANNING

Block I September 2017	Block II November 2017	Block III February 2018	Block IV May 2018
Work & Stress	Improving Human Performance in practice	Interventions in occupational health	
Motivation, power & leadership	Organizational Management	Practical internship	Practical internship (until july)
Health promotion & disease prevention	Thesis	Thesis	Thesis (final version in september)

THESIS

- 'A meta-analysis of the effectiveness of stress management interventions on reducing or preventing nurse burnout and the moderating role of process variables'
- Coded articles together with another master student
- I could divide my own time

PRACTICAL INTERNSHIP

- Leeuwendaal
- Positive psychology: don't focus on improving your weaknesses, but focus on increase your talents
- Join training sessions about talent management
- Measure engagement with 12 questions (Q12)
- How can we implement this instrument in current projects?



CURRENT JOB

- I found a job directly after I finished my master
- Human Resource Management traineeship at Leeuwendaal
- 2 years
- A lot of time for personal development
- Personal coaching sessions
- 'Knowledge' sessions
- Gaining practical experience in 4 different organizations in the public sector (interim)



MY CURRENT INTERIM JOB

- Policy Officer in a school community
- I advice school principals about their work pressure policy
- Collaborate with a specialist in organizational development
- Detect the causes of work pressure
- Write a SMART intervention plan and implement the interventions
- Give advice about the evaluation of the interventions



‘Student for a day’

- Join a masterstudent Occupational Health Psychology for a day
- You can enroll in the central hall today



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)

