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
• 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
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 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

### Occupational Health Psychology program (start Sept 2019)

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**Courses:**
- Improving Human Performance in Practice (5)
- Interventions in Occupational Health (5)
- Motivation, Power & Leadership (5)
- Negotiation and Organisation (5)
- Organisational Social Decision Making (5)
- Organisational Management (5)
- Social Decision making (5)
- Management (5)
- Thesis (20)
- ... ... internship ... (10)

*+ 10 EC Electives!*

Remember: you need to take at least one of the following three courses below.
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

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<tr>
<td>September 2017</td>
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‘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
- Leeuwendaal
- Positive psychology: don’t focus on improving your weaknesses, but focus on increasing 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 advise 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 master student 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)