Master program in Social and Organizational Psychology

Mind the group!

Henk Staats  March 16, 2018
Social & Organizational Psychology

Social psychology: individuals - groups
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Social psychology: individuals - groups
The importance of the group

- Cultural diversity
- Discrimination
- Power
- Organizational commitment
- Leadership
- Conflict
- Pro-environmental behavior
- Fairness
- Morality
- Collective vs. Individual interests
- Environmental threats
- Persuasion
Social and Organisational Psychology
Understanding individuals by understanding groups

What do we study for? Career prospects

- Policy researcher
- Group dynamics trainer
- Organizational consultant
- Expert in environmental behavior
- Public relations officer
- Personnel manager
- Mediator
- Public health advisor
Alumni and their experiences: Tim

Tim van Os
Graduate Recruitment, Aegon NL Den Haag
• "Using social psychology and the skills I acquired during my masters helps me to make a difference and to give unique insights in new or ongoing projects."
Alumni and their experiences: Maud Lourens

- As a strategic account manager for the Missing Chapter Foundation, my job revolves around connecting the views of decision makers with the perspectives of younger generations on sustainability issues.

- Studying Social and Organisational Psychology has given me a lot of insights I apply daily: from conversational techniques to knowledge about group dynamics, diversity, motivation, power, and leadership.
Our guideline

“There is nothing more practical than a good theory”

(Lewin, 1952)

Kurt Lewin
Our vision on our Program

• This is a scientific program
  • You will become experienced in reading, evaluating, executing and applying scientific research

• This program combines Social and Organizational Psychology

• This program prepares you to become a science-practitioner
  • Preparation involves several issues
  • Preparation means practice
Discover the world at Leiden University

Practice: core activities, core domains

**Activities**
- Reading
- Discussing
- Writing
- Presenting
- Applying

**Domains**
- Small group behavior
- Organizational behavior
- Economic behavior
- Environmental behavior
Getting into the Program

Three ways

- After a bachelor in psychology from Leiden U.
- After a psychology bachelor program at other Dutch university or abroad
- As a student from adjacent bachelor programmes
Entry requirements (sept, febr)

1. Students from BSc Psychology at Leiden U.:
   Advanced knowledge in domain of specialisation
   (Third year course on SOP, level 400, 10 EC)

2. Students from BSc Psy programs at other universities, in NL or abroad:
   Advanced knowledge in domain of specialisation + methodology/statistics equivalent to BSc-3 level at Leiden University
   English language proficiency (TOEFL, IELTS)

3. Students from adjacent bachelor programs:
   via selective pre-master program (60 EC)
Program Overview: from theory to practice

• Four obligatory courses 20 EC
• Two elective courses 10 EC
• Thesis Proposal + Thesis 20 EC
• Internship 10 EC

+ 

• Colloquia
• Mentorship
• Alumni Career days
• Support from Student Career Service

• For a total of (2 semesters) 60 EC
Obligatory courses (20 EC; taught twice annually)

1. Negotiation and Social decision Making (5 EC)
   How do people interact with other people to protect their interests?

2. Intergroup relations
   How do people in groups behave toward other groups?
   Conflict, integration, stereotyping, stigmatization
Obligatory courses (20 EC; taught twice annually)

3. Organizational Management (5 EC)
   How can we use insights from social psychology to understand the functioning of organizations

4. Applied data Analysis (5EC)
   Focus on application: analyzing, interpreting and reporting of data. Prepares for data analysis master thesis
Two elective courses (5 EC each) in the Fall semester

Motivation, Power, Leadership

- Leader-subordinate relationships,
- Influence tactics, Leadership styles

Environmental Psychology

- How do people deal with living in large cities?
- What is the role of nature in people's life?
- What means do we have to change behavior in a pro-environmental way?
Two more elective courses (5 EC each) in the Spring semester:

Psychology of Economic Behavior
How do the assumptions of economic theory compare to insights in psychology? What about rationality, what about emotions?

Social animals at work: Creativity, Innovation, and Group-Decision Making
Evolutionary, neurobiological, and social psychological determinants of group performance,
Thesis and Internship

MSc Program Social and Organizational Psychology
Master Thesis (20EC)

• Develop a specific research question for your thesis research (in close collaboration with your supervisor)

• Learn to integrate and apply the knowledge and skills acquired during coursework

• Data will be collected, analyzed, and reported in the thesis (data collection in the laboratory or in a field setting)

• Projects will be done in teams
Discover the world at Leiden University

Research methods and facilities in Social and Organizational Psychology

- Methods used
  - Interviews
  - Surveys
  - Field experiments
  - Observations
  - Physiological measures
  - Laboratory experiments

- Technical support
  - Mobile lab / laptops
  - Video lab
  - Physiological lab
  - Computer labs
Research in Social and Organizational Psychology: Just some titles of recent Master Theses

- “Choosing a lease car”
- “Littering at Curacao: an intervention study”
- “Family dynamics”
- “Fear at the dentist’s practice”
Internship (10 EC)
Where do we get working experience? Examples

• Shell International BV, Dept Learning Strategy and Innovation of Human Resources, Den Haag
• Hays Assessment & Development
• Albert Heijn BV, Zaandam
• Tabula Rasa Communicatieadvies, Den Haag
• ING, Dept. Leadership and Change, Amsterdam
• Randstad Holding NV, Learning Development Group, Human Resources, Amsterdam
• Achmea, EuroCross Assistance
Frequently asked questions

MSc Program Social and Organizational Psychology
FAQ

• Can I take courses in a different order?
• Can I combine my thesis and internship?
• When will I complete my degree?
Answers to FAQ

• Can I take courses in a different order?
  *Always start with mandatory courses*

• Can I combine my thesis and internship?
  *Yes, but only on approval by supervisor and coordinator*

• When will I complete my degree?
  *Within 12 months (if you can limit competing activities)*
More FAQ

• How to find an internship?

• When to start searching for an internship?

• Can I do an extended internship?
More answers

• How to find an internship?  
  Personal network (department data base backup)

• When to start searching for an internship?  
  Three/four months in the program

• Can I do an extended internship?  
  Yes, but complete degree requirements first
Other questions?
TIP

Master’s in Psychology: become a Social and Organisational Psych. Master Student for a Day

Thank you and good luck!

This presentation can be found at the Faculty’s website: http://www.fsw.leidenuniv.nl/psychologie/