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’ (National Institute for Occupational Safety and Health)

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

Discover the world at Leiden University
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 \( \Psi \) (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
- Internship: 10 EC

Total: 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**

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<th>Occupational Health Psychology program</th>
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<td>September</td>
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**Work & Stress (5)**  
Improving Human Performance in Practice (5)  
Interventions in Occupational Health (5)  

**Motivation, Power & Leadership (5)**

**Negotiation and Social Decision Making (5)**  
Organisational Management (5)  
Negotiation and Social Decision making (5)  
Organisational Management (5)

**Thesis (20)**

... ... internship ... (10)

+ 10 EC Electives!
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
Introduction

• Marieke van der Werff (graduated in April 2019)
• 24 – Den Haag – Fitness/ salsa/ concerts
• Why I choose this specialisation:
• “To dive deeper into the interaction between physical/mental health and work, because work is such an important part of our lives”
The program

- Mandatory courses: theoretical background into the field
- Assignments: apply the knowledge
- Cognitive Enhancement Assignment: Ajax Amsterdam
- Courses of Health Psychology
- eHealth Intervention Assignment: Basis for a Burnout App

- To conclude; freedom in choosing courses & learning through assignments and presentations
Thesis & internship

Thesis

• Sickness Presenteeism: Working while ill
• Learn more about factors that could predict this unhealthy behaviour
• Healthy Lifestyle: e.g. smoking, sleep, and exercise
• Factors at work: e.g. supervisor support

Internship

• Mind at Work: provides job coaching, re-integration programs and different counselling
• Working with people on an individual basis gives me satisfaction
Stichting Studeren & Werken Op Maat

• Non-profit organisation in Den Haag;
• Aim: An inclusive labormarket for higher educated Young Professionals with disabilities;
• Young Professionals with a degree from the (applied) university.
• Disabilities: e.g. autism, depression, visual or hearing disabilities
• Partnership with 75 employers: e.g. research institutes & government instances
My job

• Intakes – assessments – career advice – individual coaching/training
• Preparation for the labour market
• Trainings, e.g. practice a job interview, how to communicate in a positive way about my facilitation needs
• Life coaching: more intensive coaching (work–life balance, planning/structuring, how to keep an overview of many different healthcare professionals)
• ”Helping Young Professionals with disabilities to find work that fits their knowledge, skills, and personal needs”
• 4/5 internship positions per year
‘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 (room 2A07, 071-5273987, doef@fsw.leidenuniv.nl)