Social and Organizational Psychology

Introduction Master Specialization

Dr. Hester Ruigendijk
Today’s program

- What is Social and Organizational Psychology?
- Our vision behind the program
- The S&O master program
  - Obligatory courses
  - Electives courses
  - Master thesis and Internship
- Potential career opportunities
- Alumni and their experiences
- FAQ
- Your own questions!
What is Social and Organizational Psychology?
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Social psychology is the scientific study of how people’s thoughts, feelings, and behaviors are influenced by the actual, imagined or implied presence of others.

Organizational psychology is the scientific study of human behavior relating to work and as such applies psychological theories and principles to organizations and individuals in their places of work as well as the individual's work-life more generally.
What is Social and Organizational Psychology?

Group = Psychology students

Discover the world at Leiden University
What is Social and Organizational Psychology?

Group = Sports team
What is Social and Organizational Psychology?

Group = Motor club

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What is Social and Organizational Psychology?
What is Social and Organizational Psychology?

Group = Organization

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Important themes in SOP

- Cultural diversity
- Discrimination
- Power
- Organizational commitment
- Leadership
- Conflict
- Pro-environmental behavior
- Fairness
- Morality
- Collective vs. Individual interests
- Environmental threats
- Persuasion
Our vision behind the program
Our vision behind the program

• This is a scientific program
• You will become experienced in reading, evaluating, and executing theoretical research
• You will learn to apply insights from theoretical research to practical problems
• This program prepares you to become a science practitioner
• This program combines Social AND Organizational psychology

Kurt Lewin

“There is nothing more practical than a good theory” (Lewin, 1952)
The SOP master program
Program overview: From theory to practice

- Four obligatory courses 20 EC
- Two elective courses 10 EC
- Thesis proposal & Thesis 20 EC
- Internship 10 EC
Obligatory courses
Obligatory courses (20 EC)

- Negotiation and Social Decision Making (NSDM, 5 EC)
- Intergroup Relations (IR, 5 EC)
- Organizational Management (OM, 5 EC)
- Applied Data Analysis (ADA, 5 EC)

(Courses are taught twice annually)
Negotiation and Social Decision Making (5 EC)

How do we serve our interests and the interests of others in interdependent relations?

Teachers:
- Dr. Wolfgang Steinel
- Dr. Welmer Molenmaker
- Dr. Erik de Kwaadsteniet

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Intergroup relations (5 EC)

How do people in groups behave toward other groups?

Topics: conflict, stereotyping, prejudice, discrimination

Teachers:
- Prof. dr. Daan Scheepers
- Dr. Niels van Doesum
- Dr. Ruthie Pliskin
Organizational Management (5 EC)

How can we use insights from social psychology to understand the functioning of organizations?

Topics: human resource management, corporate social responsibility, motivation, procedural justice

Teachers:
- Dr. Emma ter Mors
- Dr. Hester Ruigendijk
Applied Data Analysis (5 EC)

Focus on application: analyzing, interpreting, and reporting of data.

Prepares for data analysis master thesis.

Teacher:
- Dr. Peter de Heus
Elective courses
Elective courses (choose two: 10 EC)

- Motivation, Power, and Leadership (5 EC)
- Environmental Psychology (5 EC)
- Psychology of Economic behavior (5 EC)
- Social Animals at Work: creativity, innovation and group decision-making (5 EC)
Motivation, Power, and Leadership (5 EC)

Examples of topics:
- Who should become a leader?
- What kind of leadership do people prefer?
- How to manage diverse people and diverse groups?

Teachers:
- Dr. Fieke Harinck
- Dr. Welmer Molenmaker
Environmental Psychology (5 EC)

Examples of topics:
- How do people live in large cities?
- What is the role of nature in people’s life?
- How can we change behavior in a pro-environmental way?

Teacher:
- Dr. Arianne van der Wal
Psychology of Economic Behavior (5 EC)

Examples of topics:
-How rational is economic behavior?
-How do we deal with uncertainty?
-What about consumer behavior, what about investments?

Teacher:
- Prof. dr. Eric van Dijk
Social Animals at Work: creativity, innovation, and group decision-making (5 EC)

Examples of topics:
- What are the core drivers of cooperation?
- How do we deal with conflicts and norm violations?
- Unethical behavior and corruption

Teacher:
- Dr. Jörg Gross
Master thesis and Internship
Master thesis essence

• Projects will be done with fellow students, but the Master Thesis will be written individually

• Develop a research question (in close collaboration with supervisor)

• Collect, analyze, and report data (data collection in the laboratory or in a field setting)

• Write thesis

• Learn how to integrate and apply the knowledge and skills acquired during courses
Examples of topics

• Judging others on the basis of their emotional expression
• Physiological consequences of intergroup threat
• Can music make you more pro-social?
• How do people respond when being offered charity help?
Internship

- Familiarizing yourself with the professional activities of a S&O psychologist, either by
  - Focusing on applying scientific insights in the field
  - Focusing on conducting applied or fundamental research
  - A combination of both

- 7 weeks (min 280 hours)

- You must find an internship yourself

- You should have finished all compulsory courses and completed the data collection of your Master Thesis

- Your Master Thesis supervisor is also your internship supervisor
Examples of internships

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

Tim van Os:
Graduate Recruitment, Aegon

"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."
Maud Lourens:

Strategic account manager, Missing Chapter Foundation

“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”
Frequently Asked Questions
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• Can I take courses in a different order?
• Can I combine my thesis and internship?
• When will I complete my degree?
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• Can I take courses in a different order?
  • *Always start with mandatory courses, not the internship*

• Can I combine my thesis and internship?
  • *No, offered thesis topics usually are not suited*
  • *Yes, but only on approval of supervisor*

• When will I complete my degree?
  • *Within 12 months for full-time students, but limit competing activities*
Frequently Asked Questions

• How to find an internship?

• When to start searching for an internship?

• Can I do an extended internship?
Frequently Asked Questions

• How to find an internship?
  • *Personal network, administration office emails, databases, blackboard*

• When to start searching for an internship?
  • *Start master in September: January – April (but start Mid-May)*
  • *Start master in February: August – October (but start Mid-November)*

• Can I do an extended internship?
  • *Yes, but complete degree requirements first (no more than 10 EC)*
Your own questions!
Thank you and good luck!