Introduction
Master specialisation
Occupational Health Psychology
Today

- What is Occupational Health Psychology?
- Professional perspectives
- Current topics in OHP
- The courses: mandatory & electives
- Thesis & Internship
- A student’s perspective: Geertje Vernooij
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 in healthy work’
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 & 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
OHP

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
Master OHP at Leiden University:

‘Healthy people in healthy work’

Key characteristics:
• the only master programme ensuing from a collaboration of various 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 ECTS
- Elective courses 10 ECTS
- Thesis Proposal+Thesis 20 ECTS
- Internship 10 ECTS

60 ECTS
Mandatory courses (20 ECTS)

* **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

* **Human Potential: Application (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 ECTS)

- Negotiation and Social Decision Making (5)
- Organisational Management (5)
- Motivation, Power & Leadership (5)

- Health Promotion and Disease Prevention (5)
- Innovations in E-Health care (5)

- Trainers Course Communication Skills
  (10 + 10 Internship)
Master Thesis (20 ECTS)

- List of topics offered by staff members of Social & Organisational -, Health -, and Cognitive Psychology (+ external options)

- Some examples of recent thesis topics:
  - Work-home interference
  - Aggression and violence in health care
  - Organizational risk factors within the operation room
  - Effectiveness of stress management interventions
  - Work engagement and burnout
  - Chronic disease and work ability
  - Effects of fear in the workplace
  - Optimizing the training of complex surgical skills
Internship (10 ECTS): some examples

- Arbo Unie (Occupational Health Services)
- Police Academy – Recruitment & Selection
- Pruijs & Partners BV (Executive search)
- Advies & trainingsbureau Zuidema
- Mind at Work (re-integration, counseling, (psychological) assessment)
- Diageo, HRM department
- Dockwise Shipping, Quality and Safety Department
- A+O fonds Gemeenten: Project ‘Vergrijzing, verhoging pensioenleeftijd en duurzame inzetbaarheid’ (Aging, retirement age, and employability)
- RIVM: Project ‘Nature, extent and causes of workload’
- Spaarne Hospital: Project ‘Reorganisation of the departments Recovery and Holding’
- Ministry of Social Affairs and Employment (SZW) – health & safety at the workplace
- TNO – research internships
Master OHP

- Start in September or February

### Occupational Health Psychology program (start Sept 2017)

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- Interventions in Work & Stress (5)
- Human Potential: Application (5)
- Occupational Health (5)

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

- Motivation, Power & Leadership (5)
- Negotiation and Social Decision Making (5)
- Organisational Management (5)

**Thesis (20)**

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

**+ 10 ECTS Electives!**
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’s perspective: Geertje Vernooij (start master: September 2015)

• Choice for this master
• Planning
  • Courses
  • Master thesis
  • Internship
• Future
Questions?

More information on Occupational Health Psychology:
• ‘Market’ ground floor
  • books, master theses / internship reports, handouts
  • Master OHP-students and coordinator - ready to answer all your questions!

• Furthermore, feel free to contact me:
  • Margot van der Doef (2A07, 071-5273987, doef@fsw.leidenuniv.nl)