



soirée  
des  
masters

SOIRÉE DES MASTERS 2024

**Master of Science in Psychology**

**Orientation work and organizational psychology**

**Prof. Maike Debus**

# Agenda



1. University of Neuchâtel and who we are
2. What is work and organizational psychology?
3. Learning objectives and course structure
4. Why study with us?
5. What can you do with this degree?
6. Admission criteria
7. Q&A

# 1. University of Neuchâtel and who we are

# 1.1 University of Neuchâtel



- Approximately 4300 students
- 4 Faculties
- Faculty of Science

# 1.2 Institute of Work and Organizational Psychology

(Institut de psychologie du travail et des organisations, IPTO)



- Appr. 80 students in total / appr. 30 students per year
- 3 professors
- 1 postdoctoral researcher
- 15 doctoral students
- Several lecturers/associate professors

# 1.3 Master of Science in Psychology

## Orientation work and organizational psychology

- Has been a **specialization** at the University of Neuchâtel for 40+ years
- The only university in French-speaking Switzerland to offer this master's degree
- Bilingual program (French/English)



# 1.4 Our three professors



Maïke  
Debus



Adrian  
Bangerter



Laurenz  
Meier

Economic stressors

Recovery

Impression management at work

Job interviews

Non-verbal language and  
communication

Coordination of collaborative work

Stress and health at work

Work-family balance

Counterproductive behavior

## 2. What is work and organizational psychology?



# 2.2 What is work and organizational psychology?

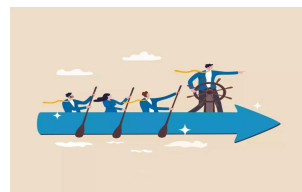
- **Work and organizational psychology** deals with psychological phenomena related to work
- Three specific aspects



**Personnel** psychology



**Work** psychology



**Organizational** psychology

# 2.2 What is work and organizational psychology?



## **Personnel psychology**

→ Relationship between individuals and the organization

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Recruitment, selection, career development, training, assessing and improving performance ...

# 2.2 What is work and organizational psychology?



## Work psychology

→ Effects of work on individuals

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Tasks, job satisfaction and motivation, ergonomics, stress/well-being, work-family relations ...

## 2.2 What is work and organizational psychology?



### **Organizational psychology**

→ Individuals' behaviors at work

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Communication, conflict,  
leadership, organizational culture

...

# 3. Learning objectives and course structure



# 3.1 Learning objectives of the master's program

**At the end of the master's program, students will be able to ...**

- **analyze the situation of individuals** in the context of work
- **propose solutions** to improve the well-being, satisfaction, motivation, skills and performance of employees

... based on **scientific knowledge** and **using a variety of methodological tools**

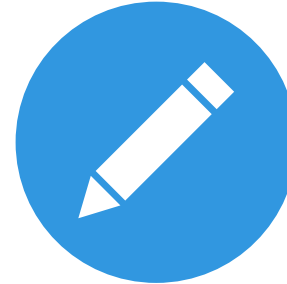


# 3.2 Course structure



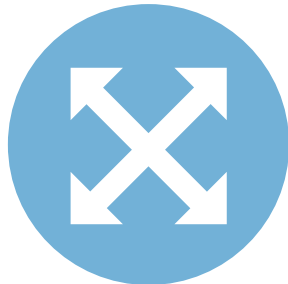
## Thematic courses

(33 ECTS)



## Integration and application

(63 ECTS)



## Optional courses

(12 ECTS)



## Methods

(12 ECTS)

**Total number of ECTS: 120**

# 3.2 Course structure: Thematic courses



## Thematic courses

Work psychology  
Organizational psychology  
Personnel psychology  
Occupational health psychology  
Job interviews  
Interventions in companies  
Ergonomics  
Leadership  
**(33 ECTS)**



**Basic theoretical knowledge & overview of key themes**

To be taken at the **start of the program!**



# 3.2 Course structure: Integration and application



## Integration and application

Seminars (3 to choose)

Project seminar

Internship in an organization

Master's thesis

**(63 ECTS)**



## Exemplary seminar themes:

- The role of age at work
- Digitalization and the work-family interface
- New forms of organizational careers

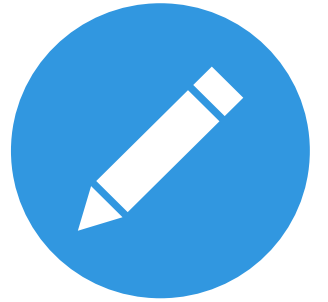
## Project seminar:

- Designing and conducting a study (→ preparation for the master's thesis)

## Internship:

- Under the supervision of a psychologist; 360 hours (part-time)
- Writing an internship report
- Opening doors for after your studies!

# 3.2 Course structure: Master's thesis



Inferring personality traits from applicants' CVs

Does talking more help candidates during digital selection interviews?

Antecedents and outcomes of psychological detachment from work

Stress at work, worries and sleep problems

- Typically covers 2 semesters
- Accompanied by two research colloquia

Does impression management on the job foster career success?

Benefits and drawbacks of remote work

# 3.2 Course structure: Methods



## Methods

Applied statistics  
Qualitative methods  
Data analysis in work and  
organizational psychology  
**(12 ECTS)**

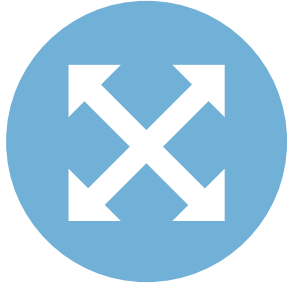


**Continuation** of the BSc  
statistics/methodology courses

Analysis methods **specific** to the field of work  
and organizational psychology

**Quantitative & qualitative** approaches

# 3.2 Course structure: Optional courses



## Optional courses

Optional courses to choose from in law, management, economics, etc.  
**(12 ECTS)**



Introduction to **related disciplines**

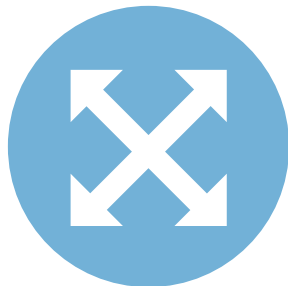
Your **personalized** choice!

# 3.2 Course structure: Overview



## Thematic courses

Work psychology  
Organizational psychology  
Personnel psychology  
Occupational health psychology  
Job interviews  
Interventions in companies  
Ergonomics  
Leadership  
(33 ECTS)



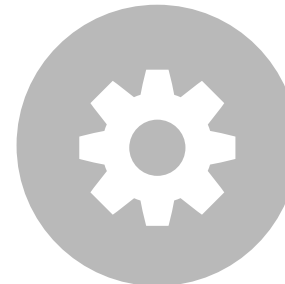
## Optional courses

Optional courses to choose from in law, management, economics, etc.  
(12 ECTS)



## Integration and application

Seminars (3 to choose from)  
Project seminar  
Internship in an organization  
Master's thesis  
(63 ECTS)



## Methods

Applied statistics  
Qualitative methods  
Data analysis in work and organizational psychology  
(12 ECTS)

**Total number of ECTS: 120**

# 4. Why study with us?

# 4. Advantages of our master's program

- High level of interactivity
  - Work in small groups
  - Availability of teachers
- Close link between research and application
  - An internship that opens doors
- Possibility of starting in the spring semester



# 5. What can you do with this degree?



# 5.1 What do work and organizational psychologists do?

## Our former students are:

HR consultant

HR project manager

Occupational health consultant

Training coordinator

Head of executive training and HR specialist

Ergonomics consultant

Doctorate in psychology (→ academic career)



# 5.1 What do work and organizational psychologists do?

## Typical activities

- Personnel selection, placement
- Training, staff development, career management
  - Analyzing and improving work
  - Advice, guidance, supervision, coaching
- Organizing organizational change processes
- Conducting research, surveys, analyzing organizational data



# 5.2 Where former students work



# 6. Admission criteria

# 6. Admission criteria

## Three possibilities

- 120 ECTS in psychology → **direct admission**
- Between 90 and 119 ECTS in psychology → “**complément**” → Start of the Master AND complément with pedagogic contract
- Between 60 and 89 ECTS in psychology → take a year “**préalable**” at UniGE or UniL

Note: Psychology bachelor programs in Switzerland have 180 ECTS, of which at least 120 ECTS fall within the various fields of psychology



... if the **application of psychology** to the world of **work** fascinates you,

... if you want to work in a **small group**, and

... if you are looking for **in-depth scientific and methodological training** with a strong **practical focus**.

# More information



## Our website

<http://www.unine.ch/ipto>

<https://www.unine.ch/mscpsyto/home.html>

## Admission / Registration office

<http://www.unine.ch/unine/home/admission/admissionMaster.html>

[https://www.unine.ch/unine/home/luniversite/Direction\\_et\\_services/immatriculations.html](https://www.unine.ch/unine/home/luniversite/Direction_et_services/immatriculations.html)

## Any more questions?

For more specific questions, contact our secretary Ms G. Deschenaux ([garance.deschenaux@unine.ch](mailto:garance.deschenaux@unine.ch))

# 7. Questions and answers







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**Thank you for your attention!**

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