

CURRICULUM

Valid from academic year 2023-2025

Faculty:	Faculty of Sociology and Psychology
Undergraduate studies:	Master's degree
Name of the Master's degree programme:	Work, organisational and transport psychology
Name of the qualification¹ acquired on completion of the study programme:	Master's degree in work, organisational and transport psychology
Duration of studies (in years):	2
Education form²:	Full-time education (IF)
Teaching language:	Romanian
Geographical location of studies:	Timisoara, Romania
Classification of the study programme in fields of science	
Fundamental field:	Social sciences
Branch of science:	Psychology and behavioral sciences
Master's degree field of study:	Psychology
Name of the <u>broad</u> field of study (according to DL-ISCED F-2013):	03 - Social sciences, journalism and information
Name of the <u>narrow</u> field of study (according to DR-ISCED F-2013):	031 - Social and Behavioral Sciences
Name of the <u>detailed</u> field of study (according to DDS-ISCED F-2013):	0313 - Psychology

¹ *Qualification* is the formal outcome of an assessment and validation process, which is obtained when a competent body/authority determines that a person has achieved learning outcomes corresponding to pre-established standards. Qualifications acquired by graduates of higher education study programmes are attested by diplomas, certificates and other academic documents issued only by accredited higher education institutions.

² Full-time education (IF), part-time education (IFR) or distance learning (ID)

OVERVIEW OF THE UNIVERSITY STUDIES PROGRAMME

1. Mission of the study programme³

The offered Master's degree program in **Work, Organizational and Transport Psychology** (PMOT) aims to meet the most demanding national and international academic evaluation standards, to be comparable with the academic offerings and scientific research offered in other national and international university centers.

Accordingly, the **objectives of** the Master's in Work, Organizational and Transport Psychology are to:

1. To train future specialists in psychology, particularly in the fields of occupational, organizational and transport psychology at the level required by current and future developments in society;
2. Training psychologists with competences in work, organizational and transport psychology by integrating scientific research activity, connected to the needs of society and current trends in the field;

³ *The mission and objectives of the degree programme are in line with the mission of the West University of Timisoara and the requirements identified on the labour market.*

According to [University Charter](#) (Article 5), the **general mission of UVT is advanced scientific research and education, generating and transferring knowledge to society** through:

a) scientific research, development, innovation and technology transfer, through individual and collective creation, in the fields of science, engineering, literature and the arts, by ensuring physical and sports performance and development, and the exploitation and dissemination of their results;

b) initial and continuing training at university level, with a view to personal development, the professional integration of the individual and meeting the skills needs of the socio-economic environment.

UVT assumes its mission as a catalyst for the development of Romanian society by creating an innovative and participatory environment for scientific research, learning, cultural-artistic creation and sports performance, transferring skills and knowledge to the community through the education, research and consultancy services it offers to partners in the economic and socio-cultural environment.

The realisation of the UVT mission is concretised in (*Article 6 of the UVT Charter*):

- promoting scientific research, literary and artistic creation and sporting performance;
- initial and continuous training of qualified and highly qualified human resources;
- development of critical thinking and creative potential of members of the university community;
- creating, storing and spreading the values of human culture and civilisation;
- promoting multicultural, multilingual and interfaith interference;
- the affirmation of Romanian culture and science in the world circuit of values;
- the development of Romanian society within the framework of a free and democratic state governed by the rule of law.

3. To train psychologists in the specific field of specialization based on a curriculum and to promote an education comparable to similar ones in European countries by establishing and developing national and international partnerships with higher education and research institutions, potential employers and beneficiaries;

4. Promoting a culture of quality in all areas of activity (teaching, scientific research and institutional development) through the optimal use of human resources available to the Department of Psychology. Quality culture implies professionalism, competence, positive competitive climate, transparency in decision-making, effective professional communication, ethical behavior, solidarity of individual and collective responsibility.

The curriculum of the Master of Occupational, Organizational and Transport Psychology (PMOT) is designed in accordance with the educational requirements identified on the labor market, being explicitly highlighted the correspondences with the requirements of the Romanian College of Psychologists (CPR), which confers the right to practice in the field of psychology and with the mission of DES/FSP/UVT. The name of the Master's degree programme has a direct correspondence to the labour market (e.g. organisational psychologist, transport psychologist, etc.).

The Master's degree program offers *opportunities to continue studies* in the doctoral cycle, within the Doctoral School of **Psychology** (with the field of *Psychology*), respectively within postgraduate programs in related specializations.

The objectives and competency profile developed in line with the needs identified in the labor market and the national qualifications framework are summarized below and detailed in the subject sheets of the curriculum.

Thus, the Master's degree programme in **Work, Organisational and Transport Psychology** is designed to ensure:

- the right mix of academic specialists (with practical experience, national/international scientific visibility) and practitioners (with experience in multinational organizations/psychological practices);
- focus on the development of the competences foreseen by the Romanian College of Psychologists for the specializations: work and organizational psychology, applied psychology in services and applied psychology in transport;
- is endorsed by the Romanian College of Psychologists;
- access to psychological offices to carry out specialist practice in the field of work, service and transport psychology;
- training in human resources expertise and the opportunity to undertake internships in multinational companies and the possibility to get involved in volunteer programmes;

- initiation into organizational consultancy, focusing on organisational diagnosis and specific interventions;
- focus on research and standards of good practice, promoting the scientist-practitioner principle;
- development of cross competences designed to provide competitive advantages in the labor market (e.g. use of Web 2.0 technology, human capital management, etc.).

The objectives and competency profile developed in line with the needs identified in the labor market and the national qualifications framework are summarized below and detailed in the subject sheets of the curriculum.

General objective of the study programme

Through the Master's degree in Occupational, Organizational and Transport Psychology we aim to meet the requirements of ARACIS and the Romanian College of Psychologists in the field of occupational, organizational and transport psychology.

2. Competences and expected learning outcomes formed in the study programme

A. SKILLS⁴

Key competences⁵:

- **Personal, social and learning to learn competences** (ability to reflect on self, effective time and information management, working constructively in teams, maintaining resilience and managing one's own learning and career).
- **Digital competences** (confident, critical and responsible use of digital technologies and their use for learning, at work, and for participation in society).
- **Entrepreneurial competences** (the ability to act on opportunities and ideas and turn them into value for others. They are based on creativity, critical thinking and problem solving, taking initiative and perseverance and the ability to work collaboratively to plan and manage projects that have cultural, social or financial value).
- **Citizenship competences** (the ability to act as responsible citizens and to participate fully in civic and social life, based on an understanding of social, economic, legal and political concepts and structures, as well as global developments and sustainability).

⁴ *Competence* is the proven ability to select, combine and use appropriately personal, social and/or methodological knowledge, skills and abilities and other acquisitions consisting of values and attitudes, for the successful resolution of a given category of work or learning situations and for professional or personal development in an effective and efficient manner.

⁵ *Key competences for lifelong learning* are those competences that all citizens need for personal fulfilment and development, employment, social inclusion and active citizenship, and are developed in the perspective of lifelong learning, from early childhood and throughout adult life, through formal, non-formal and informal learning.

Professional competencies⁶:

C1. Working with fundamental concepts in the field of work, organizational and transport psychology;

C2. Designing and conducting a research approach in work, organizational and transport psychology;

C3. Critical evaluation of problem situations and possible solutions in occupational, organizational and transport psychology;

C4. Psychological assessment of the individual, group and organization;

C5. Designing and implementation of psychological interventions;

C6. Interpersonal relations and communication specific to the field of work, organizational and transport psychology.

Cross competences⁷:

a) Personal competencies:

- Awareness of the need for lifelong learning; effective use of learning resources and techniques for personal and professional development;
- Problem solving and appropriate decision making;
- Use of information and communication technology TIC.

b) Interpersonal competences:

- Responsible execution of professional tasks with limited autonomy and qualified assistance;
- Familiarization with the roles and activities specific to teamwork and the distribution of tasks to subordinate levels.

c) Global citizenship competences:

- Developing initiative and entrepreneurship;
- Respecting and developing professional values and ethics;
- Recognition and respect for diversity and multiculturalism.

B. EXPECTED LEARNING OUTCOMES⁸

⁶ *Professional competences* is the ability to perform the activities required in the workplace to the quality level specified in the occupational standard. They are acquired formally, i.e. by completing a programme organised by an accredited institution.

⁷ *Cross-competences* represent value and attitudinal acquisitions that go beyond a specific field/programme of study and are expressed through the following descriptors: autonomy and responsibility, social interaction, personal and professional development.

⁸ *Learning outcomes* are statements that refer to what a learner knows, understands and is able to do at the end of a learning process and are defined as knowledge, skills, responsibility and autonomy.

a) Knowledge⁹ - According to *the European Qualifications Framework (EQF)*, the learning outcomes at **level 7 of qualification**, corresponding to Master's degree studies, involve *highly specialized knowledge and critical awareness of it, some of which is at the forefront of knowledge in a field of work or study as a basis for original thinking and/or research:*

C1. Working with fundamental concepts in the field of work, organizational and transport psychology;

Graduates:

a) have the knowledge and ability to understand and describe the main concepts, paradigms and methodologies used in research in the field of work, organisational and transport psychology;

b) have the basic knowledge and ability to develop and interpret a psychological assessment in the field of work, organisational and transport psychology, using specific psychological terminology, methods and tools;

c) have the ability to adapt terminology and communication strategies according to the socio-professional categories targeted.

C2. Designing and conducting a research approach in work, organizational and transport psychology;

a) Graduates have the ability to formulate hypotheses and operationalize key concepts to explain and interpret phenomena in the field of work, organisational and transport psychology;

b) Graduates can explain and interpret phenomena and actions in the field of work, organisational and transport psychology by applying fundamental knowledge.

b) Skills¹⁰ - According to *the European Qualifications Framework (EQF)*, the learning outcomes at **level 7 of the qualification**, corresponding to Master's degree studies, involve *specialist skills for problem-solving in research and/or innovation, for developing new knowledge and procedures and for integrating knowledge from different fields:*

C3. *Critical evaluation of problem situations and possible solutions in occupational, organizational and transport psychology*

Graduates should demonstrate the ability to:

a) analysis and interpretation of empirical data, critical and constructive evaluation of own research approach in the field of work, organizational and transport psychology;

⁹ *Knowledge* is the result of assimilating information through learning. Knowledge is the body of facts, principles, theories and practices related to a particular field of work or study. Knowledge is described as theoretical and/or factual. Knowledge is expressed through the following descriptors: knowledge, understanding and use of specific language, explanation and interpretation.

¹⁰ *Skill* is the ability to apply and use knowledge to accomplish tasks and solve problems. Skills are described as cognitive (involving the use of logical, intuitive and creative thinking) or practical (involving manual dexterity and the use of methods, materials, tools and instruments). Skills are expressed by the following descriptors: application, transfer and problem solving, critical and constructive reflection, creativity and innovation.

- b) construction and evaluation of psychological indicators relevant to research in the field of work, organizational and transport psychology;
- c) interpretation and critical evaluation of the solutions offered by the reverential theory and best practice guidelines in the field of work, organisational and transport psychology.

C4. Psychological assessment of the individual, group and organization

- a) Graduates should demonstrate the ability to apply the acquired knowledge to situations of medium complexity and to formulate well-argued conclusions by presenting and interpreting a psychological assessment (even with a diagnostic purpose) as a way of illustrating the rules, methods, techniques and procedures of analysis and research already known and assimilated (at individual, group and organisational level);
- b) Graduates should demonstrate the ability to identify key issues for psychological research and practice from situations similar to those already known or encountered in the theories and case studies/examples of good practice reviewed;

C5. Designing and implementation of psychological interventions

Graduates should have the ability:

- a) to develop a psychological research project for diagnosis, based on the main psychological paradigms and theories acquired, including the argumentation of the methods, techniques, procedures and instruments applied;
- b) to develop and design intervention measures to solve psychological problems specific to the field of work, organisational and transport psychology;
- c) to create and manage databases of psychological variables.

C6. Interpersonal relations and communication specific to the field of work, organizational and transport psychology.

Graduates should have the ability:

- a) to correctly use language and terminology specific to the field of work, organisational and transport psychology, so as to be able to communicate and interact with other people in teams focused on the achievement of common tasks and with future clients;
- b) to read and discuss the contents of books, manuals, case studies, etc. in the field of study, thus demonstrating at least the ability to understand and convey the basic elements of the content in question;
- c) to present arguments in front of an audience made up of people with different levels of training and education, so that the language used can be understood by other categories of people (clients);
- d) to demonstrate teamwork skills (either through curricular activities, e.g. participation in joint projects, or through extra-curricular activities);
- e) to demonstrate the assimilation of specific interpersonal techniques, empathic skills, interpersonal communication and role-taking skills specific to the role of PMOT psychologist.

c) **Responsibility and autonomy**¹¹ - According to the *European Qualifications Framework (EQF)*, the learning outcomes related to **level 7 qualifications**, corresponding to Master's degree studies, involve *managing and transforming work or study situations that are complex, unpredictable and require new strategic approaches, by taking responsibility for contributing to professional knowledge and practice and/or reviewing the strategic performance of teams*:

- Graduates should demonstrate that:
 - a) have acquired the ability to work independently to obtain information (bibliographical, case studies, theories, best practice guidelines, etc.) needed to carry out a specific task associated with the field of work, organizational and transport psychology;
 - b) have the ability to identify their own learning sources and resources specific to the field of work, organisational and transport psychology;
 - c) have the ability to reflect on the progress made in the learning process;
 - d) have learned the strategies of rigorous, efficient and responsible work, punctuality and personal accountability for results, based on the principles, rules and values of the code of professional ethics.
- Graduates should demonstrate:
 - a) the development of skills for continuous and conscious self-monitoring of learning motivations in relation to one's own professional and personal development goals; b) the ability to make distinctions between data, information and knowledge and to apply techniques for managing them;
 - c) awareness of extrinsic and intrinsic motivations for lifelong learning.

3. Occupations that can be practiced on the labor market

In the field of study:

- *Occupational and organizational psychologist (organizational psychologist) - COR 263404*
- *Psychologist specializing in transport psychology (transport psychologist) - COR 263405*
- *Psychologist specializing in applied psychology in services (service psychologist) - COR 263406*

In the related field:

- *Research Assistant in Psychology - COR 263416*

¹¹ *Responsibility and autonomy* means the learner's ability to apply his/her knowledge and skills autonomously and responsibly.

4. Providing flexible learning pathways within the study programme

The Master's degree programme in **Occupational, Organisational and Transport Psychology (PMOT)** provides professional training both for psychologists wishing to obtain the right to practice in the specializations of the master's degree (PMOT) and for psychologists who will work in organisations. Starting with the second year of studies, students can take optional courses, which allow them to accumulate knowledge and deepen their professional development in a particular direction. There are a total of 4 optional subjects, 2 for each direction. Professional Supervision and Entrepreneurship for Psychologists are required for psychologists who wish to open private practices. The disciplines of Research Practice and Organizational Change and Development are useful for psychologists seeking a career in the organisational field. With this option, they can be psychologists who can practice their profession in psychology offices, or in organizations, or in research.

5. Professional activity and student assessment

The rights, obligations and conditions for the professional activity of students at the West University of Timisoara are regulated by the *Code of Students' Rights and Obligations and the Regulation on the professional activity of students in undergraduate and master's degree courses at the West University of Timisoara*, approved by the Senate of the West University of Timisoara.

The form and methods of evaluation/examination for each subject in the curriculum are set out in the subject descriptions.

6. Final examination

In accordance with the *Regulations on the organization and conduct of the examinations for the completion of undergraduate and master's degree studies at the West University of Timisoara*, approved by the UVT Senate, the examination for the completion of master's degree studies in any master's degree programme organized at UVT consists of a dissertation examination, for which **10 credits** are awarded.

The topics and bibliography corresponding to the final exams are published on the website of each faculty and/or on the UVT website before the beginning of each academic year.

Registration for the final examination is subject to the student's choice of the subject of the final thesis within 60 days of the beginning of academic year of the final year of study.

Submission of the final version of the final paper on the e-learning platform must be achieved at least 5 working days before the scheduled starting date of the exam.

Each graduation thesis will be accompanied, at the time of submission, by the *Similarity Report* resulting from the verification of originality of the graduation thesis through a specialized software on the UVT e-learning platform.

According to the structure of the academic year, at UVT the final exams for the completion of the university studies can be organized in 3 sessions, usually in July, September and February.

The dissertation topics are chosen at the latest at the beginning of the second year of the Master's program, the choice of topics is made together with the dissertation coordinator either from the list of proposals of the dissertation coordinator or based on the proposal of the master student. In the second semester there is a specialized subject to help the master students to write their thesis. This is achieved in sessions organized in front of a specialist committee made up of teaching staff at the PMOT master's degree, with at least the rank of university lecturer.

Period for writing the dissertation project: from the penultimate semester of studies.
Finalization of the dissertation project: in the last semester of studies.

7. Preparation for the teaching profession (*if applicable*)

The students wishing to opt for a teaching career in pre-university education must also complete the *Psycho-pedagogical Training Programme* (complementary to the present study programme) in *order to certify their competences for the teaching profession* and obtain the Certificate of Completion of this programme. In the West University of Timisoara, this programme is organized through the Department for the Preparation of Teaching Staff (DPPD) and can be followed in parallel with university studies or in a postgraduate regime. For more information, go to the link: <https://dppd.uvt.ro>.

LIST OF SUBJECTS STUDIED, GROUPED BY YEAR AND SEMESTER OF STUDY

Year of study I

Academic year 2023-2024

It. no.	Subject	C1	C2	Subject code	Semester I				No. of credits	Semester II				No. of credits	
					Number of hours/week					Number of hours/week					
					C	S	L	P		C	S	L	P		
1.	Research methodology and standards in psychology	DF	DO	PM111	2	2			7						
2.	Elements of diagnosis and differential psychology	DF	DO	PM112	2		1		6						
3.	Job analysis and job description design	DF	DO	PM113	1	2			6						
4.	Working groups and teams	DS	DO	PM114			2		4						
5.	Organizational culture and inter-culturality	DS	DO	PM115	2				5						
6.	Research ethics	DC	DO	PM116	1				2						
7.	Psycho-diagnostics applied in transport	DS	DO	PM121						1		1		6	
8.	Staff selection and performance appraisal	DS	DO	PM122						2	1			7	
9.	Validation and use of psychological tests	DF	DO	PM123						2		1		7	
10.	Organizational behavior	DS	DO	PM124						1	2			5	
11.	Specialist practice. Module I	DS	DO	PM126									3	5	
Total					8	4	3			30	6	3	2	3	30
Total teaching hours per week					15					30	14				

Elective subjects

It. no.	Subject	C1	C2	Subject code	Semester I				Number of credits	Semester II				Number of credits
					Number of hours/week					Number of hours/week				
					C	S	L	P		C	S	L	P	
1.	Volunteering 1	DC	DFAC	PM116				1	2					
2.	Volunteering 2	DC	DFAC	PM127									1	2

Caption

C1	content criterion
C2	mandatory criterion
DF	core subjects
DD	field subjects (where applicable)
DS	specialist subjects
DC	complementary subjects
DO	compulsory (required) subjects
DOP	elective subjects
DFAC	optional subjects
CP	professional competence
CT	cross-competence
C	course-type teaching activity
S	seminar-type teaching activity
L	practical laboratory-type teaching activity
P	teaching activity as an internship

Subject code: <faculty><department><subject no.>

Year of study II

Academic year 2024-2025

It. no.	Subject	C1	C2	Subject code	Semester I				No. of credits	Semester II				No. of credits
					Number of hours/week					Number of hours/week				
					C	S	L	P		C	S	L	P	
1.	Training and vocational training	DS	DO	PM211	2	1			6					
2.	Organizational diagnosis and intervention	DS	DO	PM212	2	0			6					
3.	Occupational health psychology	DS	DO	PM213	1	2			6					
4.	Analysis of road and work accidents	DS	DO	PM214	1	1			5					
5.	Specialist practice. Module II	DS	DO	PM215				3	4					
6.	Professional supervision Research practice	DS	DOP	PM216 PM217				2	3					
7.	Web 2.0 technologies for organizations	DS	DO	PM221						1		2		6
8.	Human Resource Management	DF	DO	PM222						1	1			5
9.	Coaching and counselling in organizations Entrepreneurship for Psychologists	DC	DOP	PM223 PM224						1	1			5
10.	Developing leadership skills	DS	DO	PM225						2	1			7

11.	Human capital management	DC	DO	PM226						1	1			4	
12.	Dissertation writing practice	DS	DO	PM227						0			2	3	
Total					6	4		5		30	6	4	2	2	30
Total teaching hours per week					15						14				

Elective subjects

It. no.	Subject	C1	C2	Subject code	Semester I				Number of credits	Semester II				Number of credits
					Number of hours/week					Number of hours/week				
					C	S	L	P		C	S	L	P	
1.	Volunteering 3	DC	DFAC	PM216				1	2					
2.	Volunteering 4	DC	DFAC	PM227									1	2

Caption

C1	content criterion
C2	mandatory criterion
DF	core subjects
DD	field subjects (where applicable)
DS	specialist subjects
DC	complementary subjects
DO	compulsory (required) subjects
DOP	elective subjects
DFAC	optional subjects
CP	professional competence
CT	cross-competence
C	course-type teaching activity
S	seminar-type teaching activity
L	practical laboratory-type teaching activity
P	teaching activity as an internship

Subject code: <faculty><department><subject no.>

Rector,
Univ. prof. PhD. Marilen PIRTEA

Dean,
Prof. PhD. Irina MACSINGA

Head of Department,
Assoc. Prof. PhD. Delia Vîrgă

Program Director,
Prof. PhD. Delia Virga

GENERAL ASSESSMENT I

(by content criterion)

It. no.	Subject type	Total number of hours				Total		Provision for specific ARACIS standards
		1st year		2nd year		Hours	% of total	
		Course	S/L	Course	S/L			
1.	Core	7	6	2	2	17	29,31%	25-30%
2.	Field (if any) Specialist							
3.	Complementary	6	8	9	13	36	62,06%	60-65%
4.	Core	1		2	2	5	8,62%	5-10%
TOTAL		14	14	13	17	58		

GENERAL ASSESSMENT II

(according to the mandatory criterion)

It. no.	Subject type	Total number of hours				Total		Provision for specific ARACIS standards
		1st year		2nd year		Hours	% of total	
		Course	S/L	Course	S/L			
1.	Mandatory	14	14	12	14	54	93,10%	70-80%
2.	Elective	-	-	1	3	4	6,89%	20-30%
3.	Optional	-	2	-	2			<i>Not included in the calculation of totals</i>
TOTAL		14	14	12	16	58		

Director Master PMOT,
 Prof. univ. dr. Delia Virga

CORRELATION BETWEEN COMPETENCES, EXPECTED RESULTS OF LEARNING AND SUBJECTS STUDIED

Correlating the expected learning outcomes to studied subjects - Year 1

Expected learning outcomes	Research methodology and standards in psychology	Elements of diagnosis and differential psychology	Job analysis and job description design	Working groups and teams	Organizational culture and inter-culturality	Psycho-diagnostics applied in transport	Staff selection and performance appraisal	Validation and use of psychological tests	Organizational behavior	Research ethics	Specialist practice. Module I	Volunteering 1	Volunteering 2
Knowledge													
Ability to understand and describe the main concepts, paradigms and methodologies used in PMOT research	X	X	X				X	X	X				
Ability to develop and interpret a psychological assessment specific to the field of MOT	X	X				X		X					
Ability to adapt terminology and communication strategies to the socio-professional target groups				X	X		X		X		X		
Skills													
Ability to formulate hypotheses and operationalize key concepts to explain and interpret phenomena in the field of PMOT	X	X			X			X	X				
Ability to explain and interpret phenomena and actions in the field of PMOT			X	X	X	X	X		X	X	X		

Expected learning outcomes	Research methodology and standards in psychology	Elements of diagnosis and differential psychology	Job analysis and job description design	Working groups and teams	Organizational culture and inter-culturality	Psycho-diagnostics applied in transport	Staff selection and performance appraisal	Validation and use of psychological tests	Organizational behavior	Research ethics	Specialist practice. Module I	Volunteering 1	Volunteering 2
Ability to analyze and interpret empirical data, to critically and constructively evaluate one's own research approach and apply it to the field of PMOT	X	X			X			X	X		X		
Ability to construct and evaluate psychological indicators relevant to research in the PMOT	X	X						X					
Ability to interpret and critically evaluate the solutions offered by referential theory and best practice guidelines in the field of PMOT			X	X	X	X	X		X	X	X		
Ability to apply acquired knowledge to situations with a medium degree of complexity and to formulate well-reasoned conclusions by presenting and interpreting a psychological assessment (even for diagnostic purposes)	X	X					X	X		X	X		
Ability to identify key issues for psychological research and practice	X	X	X	X	X	X	X	X	X	X	X		
Ability to develop a psychological research project for diagnostic purposes (individual, group and organizational level)	X	X						X	X	X			
Ability to develop and design intervention measures to address psychological problems specific to the field of PMOT			X	X	X	X	X		X	X			
Ability to correctly use language and terminology specific to the field of PMOT			X	X	X	X	X			X	X		
Ability to read and discuss the contents of books, textbooks, case studies, etc. in the field of study		X	X		X	X	X		X	X	X		

Expected learning outcomes	Research methodology and standards in psychology	Elements of diagnosis and differential psychology	Job analysis and job description design	Working groups and teams	Organizational culture and inter-culturality	Psycho-diagnostics applied in transport	Staff selection and performance appraisal	Validation and use of psychological tests	Organizational behavior	Research ethics	Specialist practice. Module I	Volunteering 1	Volunteering 2
The ability to present arguments in front of an audience of people with different levels of training and education, so that the language used can be understood by other categories of people (customers)			X			X	X			X	X		
Ability to demonstrate teamwork skills				X	X						X	X	X
The ability to demonstrate the assimilation of specific interpersonal techniques, empathic skills, interpersonal communication and role-taking skills specific to the role of PMOT psychologist			X				X		X	X	X		
Responsibility and autonomy													
Ability to work independently to obtain information (bibliographical, case studies, theories, best practice guides, etc.) needed to carry out a specific task associated with the field of PMOT	X		X						X	X	X	X	X
Ability to identify their own learning sources and resources specific to the field of PMOT	X	X	X	X	X	X	X	X	X	X	X		
The ability to reflect on learning progress	X	X	X	X	X	X	X	X	X	X	X		
They have learned the strategies of rigorous, efficient and responsible work, punctuality and personal responsibility for the result, based on the principles, rules and values of the code of professional ethics	X	X	X		X	X	X	X	X	X	X		

Expected learning outcomes	Research methodology and standards in psychology	Elements of diagnosis and differential psychology	Job analysis and job description design	Working groups and teams	Organizational culture and inter-culturality	Psycho-diagnostics applied in transport	Staff selection and performance appraisal	Validation and use of psychological tests	Organizational behavior	Research ethics	Specialist practice. Module I	Volunteering 1	Volunteering 2
Developing ongoing and conscious self-monitoring skills with regard to learning motivations in relation to own professional and personal development goals	X	X	X	X	X	X	X	X	X	X	X		
Ability to make distinctions between data, information and knowledge and to apply techniques for managing them	X	X	X	X	X	X	X	X	X	X	X	X	X
Awareness ability of extrinsic and intrinsic motivations for lifelong learning			X	X	X	X	X		X	X	X	X	X

Correlating the expected learning outcomes to studied subjects - Year 2

Expected learning outcomes	Training and vocational training	Organizational diagnosis and intervention	Occupational health psychology	Web 2.0 technologies for organizations	Specialist practice. Module II	Analysis of road and work accidents	Professional supervision/Research practice	Human Resource Management	Organizational Change and Development/ Entrepreneurship for Psychologists	Developing leadership skills	Human capital management	Dissertation writing practice	Volunteering 3	Volunteering 4
Knowledge														
Ability to understand and describe the main concepts, paradigms and methodologies used in PMOT research	X	X	X		X	X		X	X	X	X	X		
Ability to design and interpret a specific psychological assessment MOT		X	X		X		X			X		X		
Ability to adapt terminology and communication strategies to the socio-professional target groups	X	X	X	X	X	X		X	X	X	X	X		
Skills														
Ability to formulate hypotheses and operationalize key concepts to explain and interpret phenomena in the field of PMOT	X	X	X			X		X	X	X				
Ability to explain and interpret phenomena and actions in the field of PMOT	X	X	X		X	X	X	X	X	X		X		
Ability to analyze and interpret empirical data, to critically and constructively evaluate one's own research approach and apply it to the field of PMOT	X	X	X	X			X					X		
Ability to construct and evaluate psychological indicators relevant to research in the PMOT		X	X			X						X		
Ability to interpret and critically evaluate the solutions offered by referential theory and best practice guidelines in the field of PMOT	X		X	X					X	X	X	X		

Expected learning outcomes	Training and vocational training	Organizational diagnosis and intervention	Occupational health psychology	Web 2.0 technologies for organizations	Specialist practice. Module II	Analysis of road and work accidents	Professional supervision/Research practice	Human Resource Management	Organizational Change and Development/ Entrepreneurship for Psychologists	Developing leadership skills	Human capital management	Dissertation writing practice	Volunteering 3	Volunteering 4
Ability to apply acquired knowledge to situations with a medium degree of complexity and to formulate well-reasoned conclusions by presenting and interpreting a psychological assessment (even for diagnostic purposes)		X	X		X		X		X	X		X	X	X
Ability to identify key issues for psychological research and practice	X	X	X	X	X	X	X	X	X	X	X	X		
Ability to develop a psychological research project for diagnostic purposes (individual, group and organizational level)		X	X		X	X	X	X	X	X		X		
Ability to develop and design intervention measures to address psychological problems specific to the field of PMOT	X	X	X		X	X	X			X	X			
Ability to correctly use language and terminology specific to the field of PMOT	X	X	X		X	X		X	X	X				
Ability to read and discuss the contents of books, textbooks, case studies, etc. in the field of study	X	X	X	X		X		X	X	X		X		
The ability to present arguments in front of an audience of people with different levels of training and education, so that the language used can be understood by other categories of people (customers)	X	X	X		X	X		X	X	X	X	X		
Ability to demonstrate teamwork skills	X			X	X				X	X				
The ability to demonstrate the assimilation of specific interpersonal techniques, empathic skills, interpersonal communication and role-taking skills specific to the role of PMOT psychologist	X	X	X		X	X		X	X	X	X	X		
Responsibility and autonomy														
Ability to work independently to obtain information (bibliographical, case studies, theories, best practice guides, etc.) needed to carry out a specific task associated with the field of PMOT	X	X	X		X	X		X	X	X	X	X		

Expected learning outcomes	Training and vocational training	Organizational diagnosis and intervention	Occupational health psychology	Web 2.0 technologies for organizations	Specialist practice. Module II	Analysis of road and work accidents	Professional supervision/Research practice	Human Resource Management	Organizational Change and Development/ Entrepreneurship for Psychologists	Developing leadership skills	Human capital management	Dissertation writing practice	Volunteering 3	Volunteering 4
Ability to identify their own learning sources and resources specific to the field of PMOT	X	X	X	X	X	X	X	X	X	X	X	X		
The ability to reflect on learning progress	X	X	X	X	X	X		X	X	X	X	X	X	
They have learned the strategies of rigorous, efficient and responsible work, punctuality and personal responsibility for the result, based on the principles, rules and values of the code of professional ethics	X	X	X		X	X	X	X	X	X	X	X		X
Developing ongoing and conscious self-monitoring skills with regard to learning motivations in relation to own professional and personal development goals	X	X	X		X	X		X	X	X	X			X
Ability to make distinctions between data, information and knowledge and to apply techniques for managing them	X	X	X	X	X	X	X	X	X	X	X	X	X	
Awareness ability of extrinsic and intrinsic motivations for lifelong learning	X	X	X	X		X		X	X	X			X	X

Correlation of expected learning outcomes to key, professional and transversal competences

Expected learning outcomes	Key competences				Professional competences						Cross competences							
	<i>Personal, social and learning to learn competences</i> Competence 1	<i>Digital competences</i>	<i>Entrepreneurial competences</i>	<i>Citizenship competences</i>	<i>C1. Working with fundamental concepts in the field of PMOT</i>	<i>C2 Design and conduct a research approach in PMOT</i>	<i>C3. Critical evaluation of situations</i>	<i>C4. Psychological assessment of the individual, group and organization</i>	<i>C5. Designing and implementation of</i>	<i>C6. Relationships and communication</i>	<i>Awareness of the need for continuous training;</i>	<i>Problem solving and appropriate decision making;</i>	<i>Use of information and communication technology TIC.</i>	<i>Responsible execution of professional tasks with limited autonomy and qualified assistance;</i>	<i>Familiarization with the roles and activities specific to teamwork and the distribution of tasks to subordinate levels</i>	<i>Developing initiative and entrepreneurship</i>	<i>Respect and develop professional values and ethics</i>	<i>Recognizing and respecting diversity and multiculturalism</i>
Knowledge																		
Ability to understand and describe the main concepts, paradigms and methodologies used in PMOT research	X	X			X	X	X				X		X				X	X
Ability to develop and interpret a psychological assessment specific MOT	X	X	X	X	X	X	X					X		X				
Ability to adapt terminology and communication strategies to the socio-professional target groups	X		X	X	X		X			X	X		X					
Skills																		
Ability to formulate hypotheses and operationalize key concepts to explain and interpret phenomena in the field of PMOT	X		X		X	X		X	X		X	X		X			X	X

Expected learning outcomes	Key competences				Professional competences						Cross competences						
	<i>Personal, social and learning to learn competences</i> Competence 1	<i>Digital competences</i>	<i>Entrepreneurial competences</i>	<i>Citizenship competences</i>	<i>C1. Working with fundamental concepts in the field of PMOT</i>	<i>C2 Design and conduct a research approach in PMOT</i>	<i>C3. Critical evaluation of situations</i>	<i>C4. Psychological assessment of the individual, group and organization</i>	<i>C5. Designing and implementation of</i>	<i>C6. Relationships and communication</i>	<i>Awareness of the need for continuous training;</i>	<i>Problem solving and appropriate decision making;</i>	<i>Use of information and communication technology TIC.</i>	<i>Responsible execution of professional tasks with limited autonomy and qualified assistance;</i>	<i>Familiarization with the roles and activities specific to teamwork and the distribution of tasks to subordinate levels</i>	<i>Developing initiative and entrepreneurship</i>	<i>Respect and develop professional values and ethics</i>
Ability to explain and interpret phenomena and actions in the field of PMOT		X			X	X			X						X		
Ability to analyze and interpret empirical data, to critically and constructively evaluate one's own research approach and apply it to the field of PMOT			X		X	X		X					X	X			
Ability to construct and evaluate psychological indicators relevant to research in the PMOT		X	X		X	X				X			X	X			
Ability to interpret and critically evaluate the solutions offered by referential theory and best practice guidelines in the field of PMOT	X				X	X	X					X		X			
Ability to apply acquired knowledge to situations with a medium degree of complexity and to formulate well-reasoned conclusions by presenting and interpreting a psychological assessment (even for diagnostic purposes)		X	X		X	X		X	X	X	X	X	X				

Expected learning outcomes	Key competences				Professional competences						Cross competences						
	<i>Personal, social and learning to learn competences</i> Competence 1	<i>Digital competences</i>	<i>Entrepreneurial competences</i>	<i>Citizenship competences</i>	<i>C1. Working with fundamental concepts in the field of PMOT</i>	<i>C2 Design and conduct a research approach in PMOT</i>	<i>C3. Critical evaluation of situations</i>	<i>C4. Psychological assessment of the individual, group and organization</i>	<i>C5. Designing and implementation of</i>	<i>C6. Relationships and communication</i>	<i>Awareness of the need for continuous training;</i>	<i>Problem solving and appropriate decision making;</i>	<i>Use of information and communication technology TIC.</i>	<i>Responsible execution of professional tasks with limited autonomy and qualified assistance;</i>	<i>Familiarization with the roles and activities specific to teamwork and the distribution of tasks to subordinate levels</i>	<i>Developing initiative and entrepreneurship</i>	<i>Respect and develop professional values and ethics</i>
Ability to identify key issues for psychological research and practice	X		X	X	X	X		X	X						X	X	X
Ability to develop a psychological research project for diagnostic purposes (individual, group and organizational level)	X		X		X	X		X		X	X				X	X	X
Ability to develop and design intervention measures to address psychological problems specific to the field of PMOT	X		X	X	X		X	X		X				X			
Ability to correctly use language and terminology specific to the field of PMOT			X	X	X	X	X		X			X	X				
Ability to read and discuss the contents of books, textbooks, case studies, etc. in the field of study	X		X	X	X	X			X	X					X		
The ability to present arguments in front of an audience of people with different levels of training and education, so that the language used can be understood		X	X	X	X					X		X		X	X	X	X

Expected learning outcomes	Key competences				Professional competences						Cross competences							
	<i>Personal, social and learning to learn competences</i> Competence 1	<i>Digital competences</i>	<i>Entrepreneurial competences</i>	<i>Citizenship competences</i>	<i>C1. Working with fundamental concepts in the field of PMOT</i>	<i>C2 Design and conduct a research approach in PMOT</i>	<i>C3. Critical evaluation of situations</i>	<i>C4. Psychological assessment of the individual, group and organization</i>	<i>C5. Designing and implementation of</i>	<i>C6. Relationships and communication</i>	<i>Awareness of the need for continuous training;</i>	<i>Problem solving and appropriate decision making;</i>	<i>Use of information and communication technology TIC.</i>	<i>Responsible execution of professional tasks with limited autonomy and qualified assistance;</i>	<i>Familiarization with the roles and activities specific to teamwork and the distribution of tasks to subordinate levels</i>	<i>Developing initiative and entrepreneurship</i>	<i>Respect and develop professional values and ethics</i>	<i>Recognizing and respecting diversity and multiculturalism</i>
by other categories of people (customers)																		
Ability to demonstrate teamwork skills				X			X		X	X		X				X	X	X
The ability to demonstrate the assimilation of specific interpersonal techniques, empathic skills, interpersonal communication and role-taking skills specific to the role of PMOT psychologist	X		X	X			X					X	X	X				
Responsibility and autonomy																		
Ability to work independently to obtain information (bibliographical, case studies, theories, best practice guides, etc.) needed to carry out a specific task associated with the field of PMOT	X		X	X	X	X	X			X								
Ability to identify their own learning sources and resources specific to the field of PMOT	X	X			X		X	X		X		X			X		X	

Expected learning outcomes	Key competences				Professional competences						Cross competences							
	<i>Personal, social and learning to learn competences</i> Competence 1	<i>Digital competences</i>	<i>Entrepreneurial competences</i>	<i>Citizenship competences</i>	<i>C1. Working with fundamental concepts in the field of PMOT</i>	<i>C2 Design and conduct a research approach in PMOT</i>	<i>C3. Critical evaluation of situations</i>	<i>C4. Psychological assessment of the individual, group and organization</i>	<i>C5. Designing and implementation of</i>	<i>C6. Relationships and communication</i>	<i>Awareness of the need for continuous training;</i>	<i>Problem solving and appropriate decision making;</i>	<i>Use of information and communication technology TIC.</i>	<i>Responsible execution of professional tasks with limited autonomy and qualified assistance;</i>	<i>Familiarization with the roles and activities specific to teamwork and the distribution of tasks to subordinate levels</i>	<i>Developing initiative and entrepreneurship</i>	<i>Respect and develop professional values and ethics</i>	<i>Recognizing and respecting diversity and multiculturalism</i>
The ability to reflect on learning progress	X					X	X		X	X								
They have learned the strategies of rigorous, efficient and responsible work, punctuality and personal responsibility for the result, based on the principles, rules and values of the code of professional ethics	X										X							
Developing ongoing and conscious self-monitoring skills with regard to learning motivations in relation to own professional and personal development goals	X												X		X	X	X	X
Ability to make distinctions between data, information and knowledge and to apply techniques for managing them		X												X		X	X	X
Awareness ability of extrinsic and intrinsic motivations for lifelong learning	X												X		X	X	X	X

