

## MASTER'S PROGRAM IN ORGANIZATIONAL AND OCCUPATIONAL HEALTH PSYCHOLOGY

STUDY PLAN FOR 2018-2020

### 1. PREFACE: THE ANALYSIS OF THE MASTER PROGRAM

This program is an excellent opportunity for human resources professionals to develop practical skills for working in various organizational environments. Students will learn about issues of critical relevance for business, such as employees' well-being, performance and turnover. The teaching process focuses on understanding the mechanisms of specific organizational issues (e.g., burnout, work engagement, counterproductive work behaviors, talent development, performance management), on explaining models and practical tools for assessing work phenomena and on designing effective interventions. The courses are taught by academic staff that holds an extensive research experience in the field, while also expanding upon an evidence-based consultancy approach.

### 2. OBJECTIVES AND COMPETENCIES

The master's program aims at forming competencies in accordance with ARACIS and the Romanian College of Psychologists in the field of organizational and occupational health psychology.

#### Specific objectives

- O1. Acquire key knowledge in the HR field from an academic perspective that is easily transferrable into practice.
- O2. Learn about the latest research results in the field
- O4. Learn in an international environment
- O5. Develop specific HR skills
- O6. Develop organizational assessment skills
- O7. Learn how to design organizational interventions

#### *Professional competencies (according to the RNCIS grid)*

- C1. Working with fundamental concepts from the field of organizational and occupational health psychology
- C2. Designing and implementing a research plan in the field of organizational and occupational health psychology
- C3. Critical evaluation of problematic situations and potential solutions in occupational health psychology
- C4. Individual, group and organizational assessment
- C5. *Designing and implementing organizational interventions*
- C6. *Interpersonal relating and communicating specific to the psychology field*

### 3. THE PROCESS OF STUDY

Level II Master

Duration of studies: 2 years, 120 credits

Form: with attendance, accredited by ARACIS and aproved by the Romanian College of Psychologists

Number of place for the class 2018-2020: 30 places with fee, 1 study group

Number of compulsory credits: 120 ECTS

The duration of one semester: 14 weeks

Number of hours per week: 14–15

Number of teaching hours for the 2 years of study: 812

Number of subjects per semester: 5

The minimum number of credits per semester: 30

The duration of practice for the elaboration of the dissertation thesis: 28 hours

The number of credits for the promotion of the dissertation thesis: 10 ECTS

The ratio between applied and theoretical classes: 1,23

The proportion of exams of the total of the evaluation forms: 76,47

**4. THE STUDY PLAN FOR MASTER'S PROGRAM IN ORGANIZATIONAL AND OCCUPATIONAL HEALTH PSYCHOLOGY 2018–2020**

		1 <sup>st</sup> year / 1 <sup>st</sup> semester (14 weeks)			
		Course	Seminar	Credits	Evaluation
1.	oohp111 <b>Research methods (SD)</b>	2	2	6	EXAM
2.	oohp112 <b>Introduction to occupational health psychology (CD)</b>	1	2	6	EXAM
3.	oohp113 <b>Organizational Behavior (CD)</b>	1	2	7	EXAM
4.	oohp114 <b>Organizational communication and group processes (CD)</b>	1	2	6	COLLOQUIUM
5.	oohp115 <b>Cross-cultural organizational psychology (CD)</b>	2	0	5	EXAM
TOTAL NUMBERS OF HOURS PER WEEK: 15		7	8		
TOTAL CREDITS/ SEMESTER:		30			
		1 <sup>st</sup> year / 2 <sup>nd</sup> semester (14 weeks)			
		Course	Seminar	Credits	Evaluation
6.	oohp121 <b>Personnel selection and assessment (CD)</b>	2	1	8	EXAM
7.	oohp122 <b>Open course: Current approaches in organizational and occupational health psychology (CD)</b>	2	2	8	EXAM
8.	oohp123 <b>Organizations and employee well-being: Theories and interventions (CD)</b>	2	2	7	EXAM
9.	oohp124 <b>Ethics and academic integrity (SD)</b>	1	0	3	EXAM
10.	oohp125 <b>Specialty practice (SD)</b>	-	3	4	
TOTAL NUMBERS OF HOURS PER WEEK: 15		7	8		
TOTAL CREDITS/ SEMESTER:		30			

		2 <sup>nd</sup> year / 3 <sup>rd</sup> semester (14 weeks)			
		Course	Seminar	Credits	Evaluation
11.	oohp211 Consulting skills (CD)	1	2	6	COLLOQUIUM
12.	oohp212 HR processes and metrics (CD)	1	1	7	EXAM
13.	oohp213 Leadership and strategic thinking in organizational development (CD)	2	2	7	EXAM
14.	oohp214 Work, stress and health (CD)	2	0	6	EXAM
15.	oohp215 Specialty practice (SD)	0	3	4	COLLOQUIUM
TOTAL NUMBERS OF HOURS PER WEEK: 14		6	8		
TOTAL CREDITS/ SEMESTER:		30			
		2 <sup>nd</sup> year / 4 <sup>th</sup> semester (14 weeks)			
		Course	Seminar	Credits	Evaluation
16.	oohp221 Compensations and benefits (CD)	1	2	6	EXAM
17.	oohp222 Workplace environmental psychology (CD)	2	0	7	EXAM
18.	oohp223 Training and development (CD)	2	2	7	EXAM
19.	oohp224 Motivation and performance at work (CD)	1	2	7	EXAM
20.	oohp225 Practice for dissertation (SD)	0	2	3	COLLOQUIUM
TOTAL NUMBERS OF HOURS PER WEEK: 14		6	8		
TOTAL CREDITS/ SEMESTER:		30			

SD = synthesis disciplines CD = comprehensive disciplines

Rector,  
Marilen Gabriel Pirtea, Professor, PhD

Dean,  
Mariana Grașovan,  
Associate Professor, PhD

Department Director,  
Delia Virgă,  
Professor, PhD

Program director,  
Coralia Sylea,  
Associate professor, PhD