

**COURSE DATA****Data Subject**

Code	46448
Name	Organisation and cognition
Cycle	Master's degree
ECTS Credits	5.0
Academic year	2024 - 2025

Study (s)

Degree	Center	Acad. year	Period
2248 - International Joint Research Master Work and Organizational Psychology	Faculty of Psychology and Speech Therapy	1	First term

Subject-matter

Degree	Subject-matter	Character
2248 - International Joint Research Master Work and Organizational Psychology	4 - Organisation and cognition	Obligatory

SUMMARY

This course is taught during the first semester at the first academic year at Maastricht University.

Prof. G.J.A.M. L. Uitdewilligen is the coordinator lecturer.

With this course, we aim to provide students with structured scientific knowledge of the main topics of organizational psychology and to develop their ability to apply this knowledge to practical day-to-day problems organizations face. They will learn about the main theories and concepts related to strategy, leadership, teamwork, innovation, organizational culture and climate, and change management. We designed the problems as cases that resemble real organizations. Students will be asked to take the viewpoint of a consultant applying these theories and concepts to these problems.

Two important aspects are considered for all problems throughout this course: 1) The interrelatedness between topics and 2) the multilevel structure of organizations. First, the different concepts and topics do not stand on their own but are interrelated. For instance, leadership can affect an organizational culture and vice versa. Therefore, it is important to explicate such connections between the different concepts and problems and to develop an overview of how all topics relate to each other.



Second, processes in organizations occur at multiple levels. For instance, innovation occurs at the individual, team, and organizational level. Moreover, concepts at these different levels can influence each other both bottom-up and top-down. As a bottom-up example, individual level creativity is essentially required for a team and an organization to be creative. As a top-down example, an organization's climate for innovation is likely to affect individual level creativity. Therefore, we explicitly take a multilevel perspective, examining constructs at the micro (individual), meso (team), and macro (organizational) levels. Importantly we also discuss relationships among constructs at these three levels.

PREVIOUS KNOWLEDGE

Relationship to other subjects of the same degree

There are no specified enrollment restrictions with other subjects of the curriculum.

Other requirements

No previous requirements.

COMPETENCES (RD 1393/2007) // LEARNING OUTCOMES (RD 822/2021)

2248 - International Joint Research Master Work and Organizational Psychology

- Students have the knowledge and understanding that provide a basis or an opportunity for originality in developing and/or applying ideas, often within a research context.
- Be able to reflect on one's own professional behaviour and development (including ethical considerations and obligations).
- Be able to communicate effectively in English, both orally (group discussions, presentations) and in writing, on topics related to work and organisational psychology.
- Be able to work in an international team.
- Be able to apply theories, interventions, instruments and evaluation methods to practice in the field of work and organisational psychology.
- Be able to make a critical assessment of a research question and an experimental design, taking into account the ethical responsibilities in research.
- Be able to analyse, evaluate, interpret and synthesize research methods, data, theories and publications in the field of work and organisational psychology.
- Be able to communicate scientific theories and empirical results in an understandable manner, to both professionals (experts and non-experts) and lay audiences (including clients).
- Be able to read, understand, integrate and critically reflect on scientific communications, professional reports and new developments.



LEARNING OUTCOMES (RD 1393/2007) // NO CONTENT (RD 822/2021)

Students are able to

- summarize and explain current research findings on strategy, leadership, teamwork, innovation, organizational culture and climate, and change management;
- compare and contrast studies in organizational psychology and find research gaps;
- translate scientific findings into practical everyday language.
- contribute to group assignments that require generating an intervention proposal
- prepare a consultancy intake session
- present scientific articles to peers.

DESCRIPTION OF CONTENTS

1. Keywords

Strategy

Leadership

Innovation

Teamwork

Organizational climate and culture

Change management

WORKLOAD

ACTIVITY	Hours	% To be attended
Theoretical and practical classes	50,00	100
Study and independent work	75,00	0
TOTAL	125,00	

TEACHING METHODOLOGY

Assignment(s),

Lecture(s),

Problem-Based Learning,

Presentation(s)



EVALUATION

Presentation, Final paper, Assignment

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