



COURSE DATA

Data Subject

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|----------------------|----------------------------|
| 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.

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