

SOIRÉE DES MASTERS

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Université de Neuchâtel

SOIRÉE DES MASTERS 2025

Master of Science in Psychology

Orientation work and organizational psychology

Prof. Dr. 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?

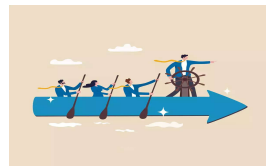
- **Work and organizational psychology** deals with psychological phenomena related to work
- Three specific aspects



Personnel psychology



Work psychology



Organizational psychology

2.2 What is work and organizational psychology?



Personnel psychology

→ Relationship between individuals and the organization

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

2.2 What is work and organizational psychology?



Work psychology

→ Effects of work on individuals

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

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



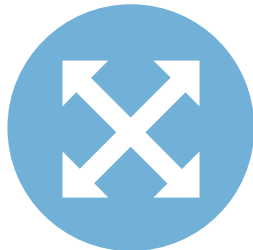
Thematic courses

(36 ECTS)



Integration and application

(66 ECTS)



Optional courses

(12 ECTS)



Methods

(6 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 organizations
Ergonomics
Leadership
Personnel development
(36 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

Accompanying seminar to
the internship

Master's thesis

(66 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!
- **Accompanying seminar to the internship**

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

Data analysis in work and
organizational psychology
Qualitative methods
(6 ECTS)

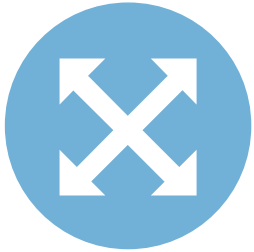


Continuation of the BSc
statistics/methodology courses

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!

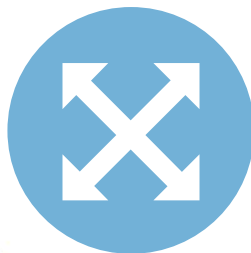
Can be taken at UniNE or other universities

3.2 Course structure: Overview



Thematic courses

Work psychology
Organizational psychology
Personnel psychology
Occupational health psychology
Job interviews
Interventions in organizations
Ergonomics
Leadership
Personnel development
(36 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
Accompanying seminar to the internship
Master's thesis
(66 ECTS)



Methods

Qualitative methods
Data analysis in work and organizational psychology
(6 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 conditions
 - 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/ipto/formations/>

Admission / Registration office

<https://www.unine.ch/admission/admission-master/>

immatriculation@unine.ch

Any more questions?

For any administrative questions, contact secretariat.sciences@unine.ch

For any program-related questions, contact Ms. G. Deschenaux (garance.deschenaux@unine.ch)

7. Q&A



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Thank you for your attention!

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Université de Neuchâtel

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