

SOIRÉE DES MASTERS

unine^o
Université de Neuchâtel

SOIRÉE DES MASTERS 2026

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

For those joining us via Webex: The chat will close at 18h. Please send all remaining questions to garance.deschenaux@unine.ch !

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
- 2 postdoctoral researchers
- 10 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



NN

Economic stressors

Recovery

Impression management at work

Job interviews

Non-verbal language and
communication

Coordination of collaborative work

Occupational health psychology

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**

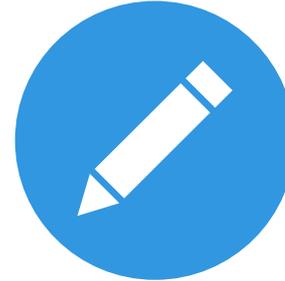


3.2 Course structure



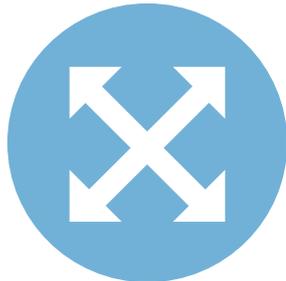
Thematic courses

(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
 - Employee training and 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
- Science-practice transfer seminar
- Master's thesis

(66 ECTS)



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!

3.2 Course structure: Methods



Methods

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

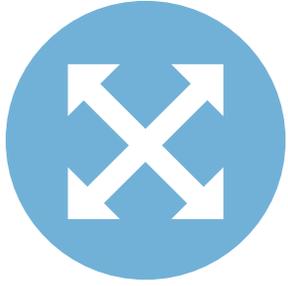


Continuation of the BSc statistics/methodology courses

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!

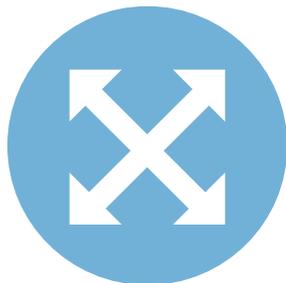
Can be taken at UniNE or other universities

3.2 Course structure: Overview



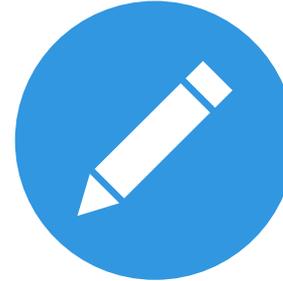
Thematic courses

Work psychology
Organizational psychology
Personnel psychology
Occupational health psychology
Job interviews
Interventions in organizations
Ergonomics
Leadership
Employee training and 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
Science-practice transfer seminar
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?



4.1 Advantages of our master's program

- High level of interactivity
 - Work in small groups
- High availability of teachers
- Close link between research and application
 - An internship that opens doors



4.2 What our master's program is and is **NOT**

The master's program ...

- has a scientific focus
- does **not** teach you how to utilize typical HR management and administrative software (e.g., SAP)
- does **not** lead to a license in psychotherapy or coaching



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

Training coordinator

Head of executive training and HR specialist

Occupational health consultant

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



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

Please send all remaining questions to garance.deschenaux@unine.ch !



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Thank you for your attention!

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