

# Work, Organizational and Personnel Psychology (Wop-P)

**Cesena Campus**  
**Second cycle degree/Master**



ALMA MATER STUDIORUM  
UNIVERSITÀ DI BOLOGNA  
SCUOLA DI PSICOLOGIA  
E SCIENZE DELLA FORMAZIONE

## Learning Outcomes

The Erasmus Mundus Joint Master Degree (EMJMD) on Work, Organizational, and Personnel Psychology (WOP-P) is a 120 ECTS Master course supported by the European Commission through the Erasmus+ Erasmus Mundus Programme which provides a Postgraduated Diploma. The objective is to contribute to the qualification of professionals and researchers in the discipline of Work, Organizational and Personnel Psychology, emphasizing a European approach and perspective.

The European partner institutions are: University of Valencia (Coordinating Institution), University of Bologna; University of Barcelona, and University of Coimbra. The non-European partners are: University of Guelph, University of Brasilia, University of Baltimore, University of Puerto Rico, Florida Institute of Technology, and Illinois Institute of Technology. ([http://eacea.ec.europa.eu/erasmus\\_mundus/results\\_compendia/selected\\_projects\\_action\\_1\\_master\\_courses\\_en.php#](http://eacea.ec.europa.eu/erasmus_mundus/results_compendia/selected_projects_action_1_master_courses_en.php#))

The Master Degree awards a joint title qualifies students for professional practices in work, organizational, personnel psychology such as selection, employment and training services, HR development, safety at work, vocational guidance, job/organizational analysis, ergonomic design. The Master also enables students to apply for PhD studies in this area and related disciplines.

The Master programme is completely taught in English and implements the main guidelines provided by Euro-Psych's model for the European Diploma of Psychology (EDP), supported by the European Federation of Psychology Association

(EFPA). It also follows the Reference Model and Minimal Standards of the European Curriculum in WOP Psychology established by the European Network of Work and Organizational Psychology Professors (ENOP).

Multicultural skills and competencies are especially reinforced.

## Requirements

A 1<sup>st</sup> cycle University Degree (Bachelor's Degree) or equivalent qualification in Psychology is required for admission:

- a) Degree in Class L-24 (Scienze e tecniche psicologiche), or
- b) other class, with at least 88 ECTS in the following scientific sectors (M-PSI/01, M-PSI/02, M-PSI/03, M-PSI/04, M-PSI/05, M-PSI/06, M-PSI/07, M-PSI/08), at least 6 ECTS in each scientific sector or,
- c) other degree obtained abroad, recognized as valid by WOP-P's Selection Committee. In addition: a) full-time commitment to the Master; b) English at B2 level (minimum).

In all above cases an assessment of candidate's competences will be organized in accordance with the specifications published in the call for applications.

## Employability

The employability of the WOP-P Master alumni is generally high. Two general employability tracks are considered:

- a) as a practitioner; and b) as a researcher. The Master makes an important effort to facilitate international professional internships that are welcome by the business communi-



## Programme director

Luca Pietrantoni

ty. Students will work under the supervision of two tutors of two different countries to prepare the master thesis.

## Programme contents

The duration of the Programme is two full-time years, with a total workload of 120 ECTS credits (60 per year). A mobility period of 40 ECTS in another university from a different European country of the WOP Consortium is required. Courses are organized in the following blocks: work, organizational and personnel psychology; methodology course; an intensive "winter school"; master's thesis; professional stage; professional report. The same blocks are taught at each university of the WOP-P Consortium.

## Information and contacts

Ufficio didattico

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## COURSE STRUCTURE DIAGRAM

I year	ECTS	HRS
Elective courses	8	
Current trends in WOP psychology	4	30
Safety and human factors	4	30
Lifelong learning and ICT	4	30
Organizational psychology	8	60
I - Organizational psychology	4/8	30/60
II - Team processes	4/8	30/60
Orientation course	4	30
I - Orientation course/1	2/4	15/30

II - Orientation course/2	2/4	15/30
Personnel psychology	8	60
I - Personnel psychology	4/8	30/60
II - Applied statistics	4/8	30/60
Preparation position paper	2	15
Work psychology	8	60
<b>Prova finale (a scelta tra le tre alternative)</b>		
Soluzione per lo studente che elabora la prova finale in sede		
- Research and master thesis	18	
Soluzione per lo studente che prepara la prova finale all'estero e la discute in sede		
- Final examination LM	6	
- Preparation for the final examination abroad	12	
Soluzione per lo studente che svolge il tirocinio all'estero in preparazione della prova finale e la discute in sede		
- Final examination LM	6	
- Traineeship abroad in preparation of the final examination abroad	12	
<b>II year</b>	<b>ECTS</b>	<b>HRS</b>
Design and evaluation of interventions	4	30
Dissertation	4	30
Integration report	4	30
Intervention in personnel psychology	8	60
I - Career counseling	4/8	30/60
II - Human resources management	4/8	30/60
Intervention in work psychology	4	30
Joint Intensive Learning Unit (Winter School) (C.I.)	12	90
I - Joint Intensive Learning Unit (Winter School)	8/12	60/90
II - Joint Intensive Learning Unit (Winter School)	4/12	30/90
Organizational change and development	4	30
Professional stage	20	500