



WOP P

MASTER IN WORK, ORGANIZATIONAL AND PERSONNEL

PSYCHOLOGY



CAREER SERVICES

We feel confident that the information provided in this brochure about the professional profile of our WOP-P Master graduates can be of great use to your company.

We would appreciate your suggestions about how to improve or better fit the programme to your company's needs:

WOP-P Master Career Services Team
careers@uv.es

On the Career Services webpage, you will find the individual profiles of the WOP-P Master graduates:

www.erasmuswop.org/careers

LOOKING FOR HUMAN RESOURCES PROFESSIONALS ?

INTRODUCTION

On behalf of the Five European Universities Consortium I am pleased to introduce you the professionals trained in the Master in Work, Organizational and Personnel Psychology (WOP-P), under the Erasmus Mundus Program.

The mission of the WOP-P Master is to prepare outstanding professionals who will be of great value in managing the people working in your company. Several features of the WOP-P Master make it possible for us to present our graduates as highly prepared professionals from an international background whose excellent performance can greatly benefit your company.

This brochure will provide you with information about the high quality preparation of the graduates from our Master's programme.

Jose M^a Peiró
Coordinator of the Master WOP-P

WOP-P European Master on Work, Organizational and Personnel Psychology



ALMA MATER STUDIORUM
UNIVERSITÀ DI BOLOGNA



UNIVERSIDADE DE COIMBRA



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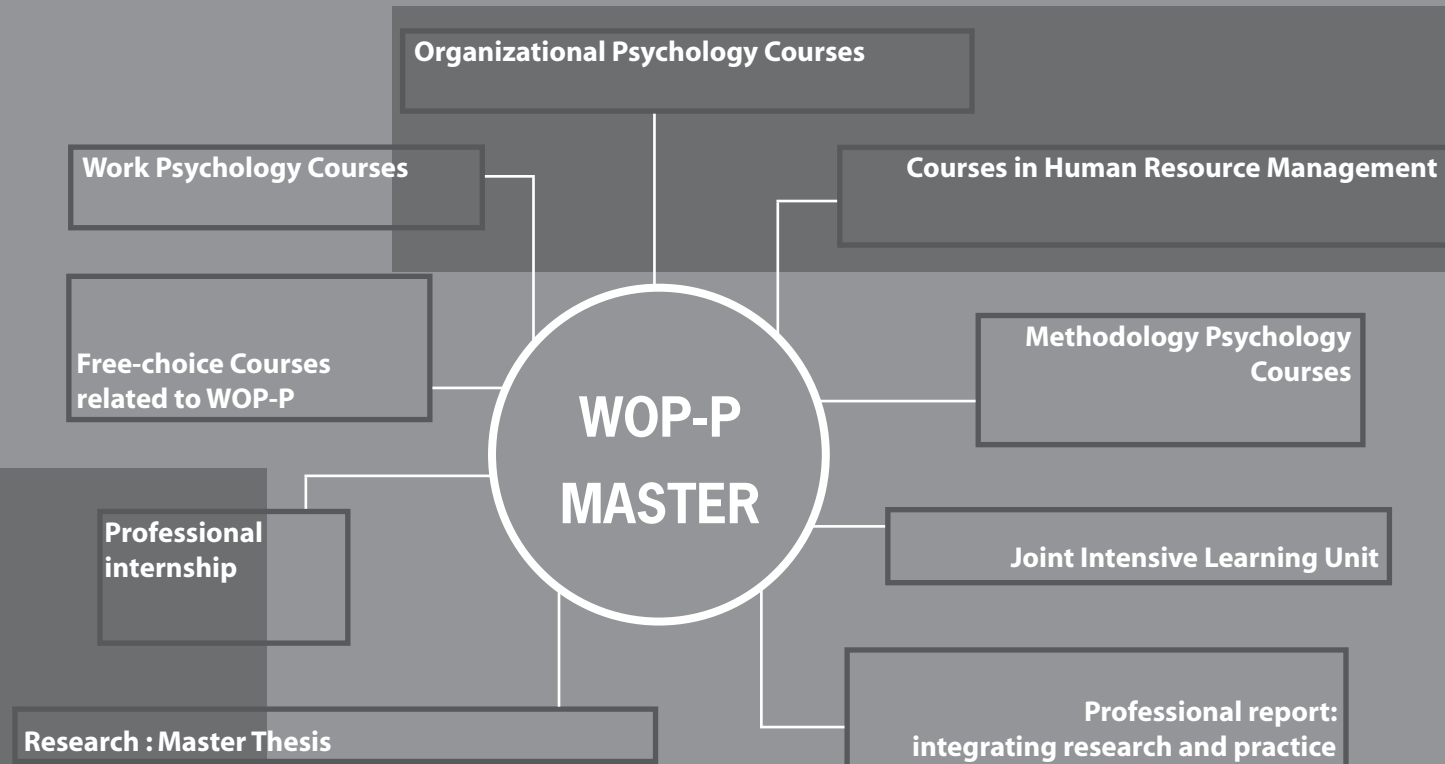
Adelino Duarte Gomes
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WHAT IS THE WOP-P MASTER? ▾

The WOP-P Master is the first postgraduate university programme designed to prepare highly qualified professionals in the field of Work and Organizational Psychology and Human Resource Management. The programme is based on the **scientist-practitioner model** and places a strong emphasis on providing students with **first-class professional competences**.

This Master is supported by the European Union's Erasmus Mundus programme as one of the top quality masters in Europe designed to enhance the visibility and attractiveness of European higher education in countries around the world.
www.ec.europa.eu/education/programmes/mundus



COMPETENCES PROMOTED ▾

The WOP-P Master focuses on the acquisition of competence that will enable professionals to:

Successfully face the challenges that human behavior poses in organizations.

For this purpose, the graduates have attained a set of abilities that allow them to:

- Develop the individual in the company .
- Optimize human capital and each individual's integration into the company project.
- Perform qualified interventions from the perspective of Work and Organizational Psychology.
- Raise the level of commitment and involvement and better align the workers to the company strategy.
- Contribute to improving and advancing human behavior in organizations.

Benefit from the challenges of globalization.

The international character of the WOP-P Master provides students with the opportunity to exchange information and perspectives with professionals from other countries, so that they can thoroughly analyze a company's needs with both local and international environments in mind, using a global approach.

Work with professional rigour.

Their work based on the scientist-practitioner model allows these professionals to provide the added value of a highly qualified response to each company's needs. This response is based on recent contributions to organizational research, experience with the most widely-used practices for managing behaviors in organizations, and the critical point of view developed during the WOP-P Master Programme.



FIVE UNIVERSITIES, ONE PROGRAM ▾

The WOP-P Master defines a model of inter-university education designed to prepare professionals in the XXI Century, while respecting the richness of each of the five Universities in the consortium.

PARTICIPANTS

Participants in the WOP-P Master are selected from all over the world among graduates in psychology. About 20 candidates from non-European countries are awarded grants every year by the EU. Graduate students from European countries are also enrolled. All the candidates go through a rigorous selection process. (visit web page: www.erasmuswop.org)

TEACHING STAFF

The staff is composed of professors from the five universities belonging to the consortium. Prestigious visiting scholars

and professionals from different regions of the world are also actively involved in the programme.

METHODOLOGY

The methodology used to promote learning consists of several strategies, including: role-playing, readings, case studies, portfolios, assignments, the exchange of ideas and experiences among participants, oral presentations, a problem-based approach. Participants consider themselves an active part of the learning process, which allows them to advance independently and acquire further knowledge in a progressive self-directed way. The WOP-P Master encourages students to develop critical thinking in order to foster openness towards different positions and work in a multi-disciplinary way.

TEAM LEARNING

Team work is a basic characteristic of the learning exper-

ience in the WOP-P Master. Participants work in different face-to-face, virtual and multicultural teams. This experience provides an excellent opportunity to cultivate the leadership skills companies need in a global market.

INTERNATIONAL IN-RESIDENCE UNIT

WOP-P students from the universities in the consortium participate in a joint intensive in-residence learning unit on intervention design. Inter-university teams also engage in preparatory activities in a virtual environment.

PROFESSIONAL INTERNSHIP

The internship provides the participants with the opportunity to practice professional competences through the learn-by-doing process under the supervision of a qualified professional. The cooperating companies range from large, multinational, national, and consultancy firms to innovative small and medium-sized enterprises.

MOBILITY

The students participate in the WOP-P programme in at least two universities of the consortium, and they may study part of the programme at a third university in a non-European country. Direct interaction takes place between students and scholars from European and non-European countries. Participants are well-prepared to embrace and manage diversity, work effectively, and adapt their services in a global, intercultural and knowledge-based society.

LANGUAGE SKILLS

The mobility scheme requires every student to use English fluently, along with at least one other language from the countries where the consortium universities are located (Spanish, Italian, French and Portuguese).