



UNIVERSITY OF AMSTERDAM  
Faculty of Social and  
Behavioural Sciences



Starting time: 5 PM

UvA Masterweek

## Consultancy and Organisational Development

Roy Sijbom & Brigitte ten Brink, 14 February 2023



## Programme Meet & Ask master's track Consultancy and Organisational Development

- Info about study programme, future jobs, required background, and application and admission procedure including questions to **alumni Tim de Laat and student Myrte Vroemen**
- Questions to track ambassador & assistant professor Roy Sijbom and education coordinator & study adviser Brigitte ten Brink
- Questions from the audience (content, student-experience, selection, anything else!)



## Hello! Who are we?



Brigitte ten Brink



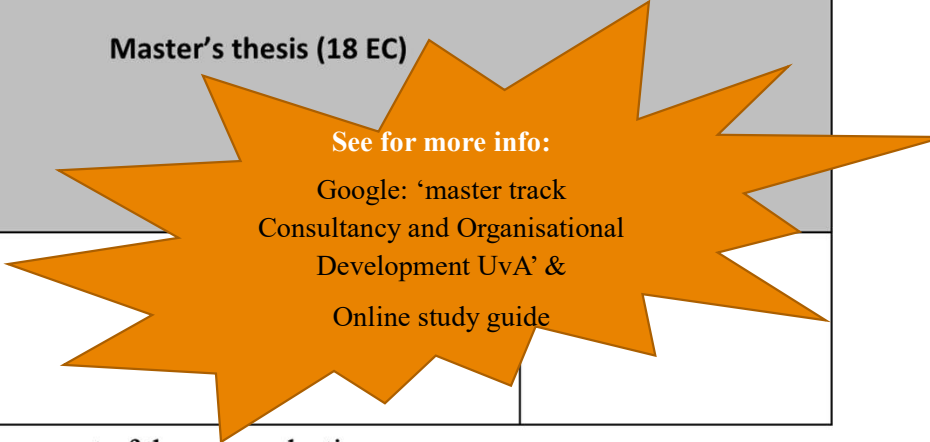
Roy Sijbom

alumni:  
Tim de Laat  
&  
student:  
Myrte Vroemen

# Study programme Consultancy and Organisational Development

## Study scheme Master's track Consultancy & Organisational Development

Semester 1			Semester 2		
Time period 1	Time period 2	Time period 3	Time period 1	Time period 2	Time period 3
12 EC	12 EC	6 EC	12 EC	12 EC	6 EC
<b>Organisational change and consultancy (6 EC)</b>	<b>Methodology: Analysing, presenting, and scientific writing (6 EC)</b>	<b>Master's internship (18 EC)</b>			
<b>Conflict and cooperation (6 EC)</b>	Organisational creativity and innovation (6 EC)*				
	Team development through action research (6 EC)*	<b>Master's thesis (18 EC)</b>			



*Note.* Mandatory courses are framed gray and bold. \*You have the choice of one course out of these two electives.



## Differences between the WOP tracks

### Organisational psychology:

- Consultancy and Organisational Development (COD)

### Personnel psychology:

- Human Resource and Career Management (HR&CM)

### Occupational health psychology:

- Coaching and Vitality in Organisations (CVO)

### Improving performance (at work/ in sport):

- Sport and performance psychology (SPP)





## Questions about student-experience

- What about the courses?
  - What kind of teaching activities did the track offer you?
  - How many contact hours per week did you have and was attendance compulsory?
  - Could you make the assignments and exams in Dutch?

Study scheme Master's track Consultancy & Organisational Development

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	Team development through action research (6 EC)*				

*Note.* Mandatory courses are framed gray and bold. \*You have the choice of one course out of these two electives.



## Questions about student-experience

- What about the workload?
  - How was the work pressure? How many hours did you study each week?
  - Was there sufficient time next to the studying for a side-job and social activities?





## Questions about student-experience

- What about the student atmosphere?
  - Did you have to collaborate with other students during the courses?
  - How was the group atmosphere during the courses? Do you get to know each other and study together?





## Questions about student-experience

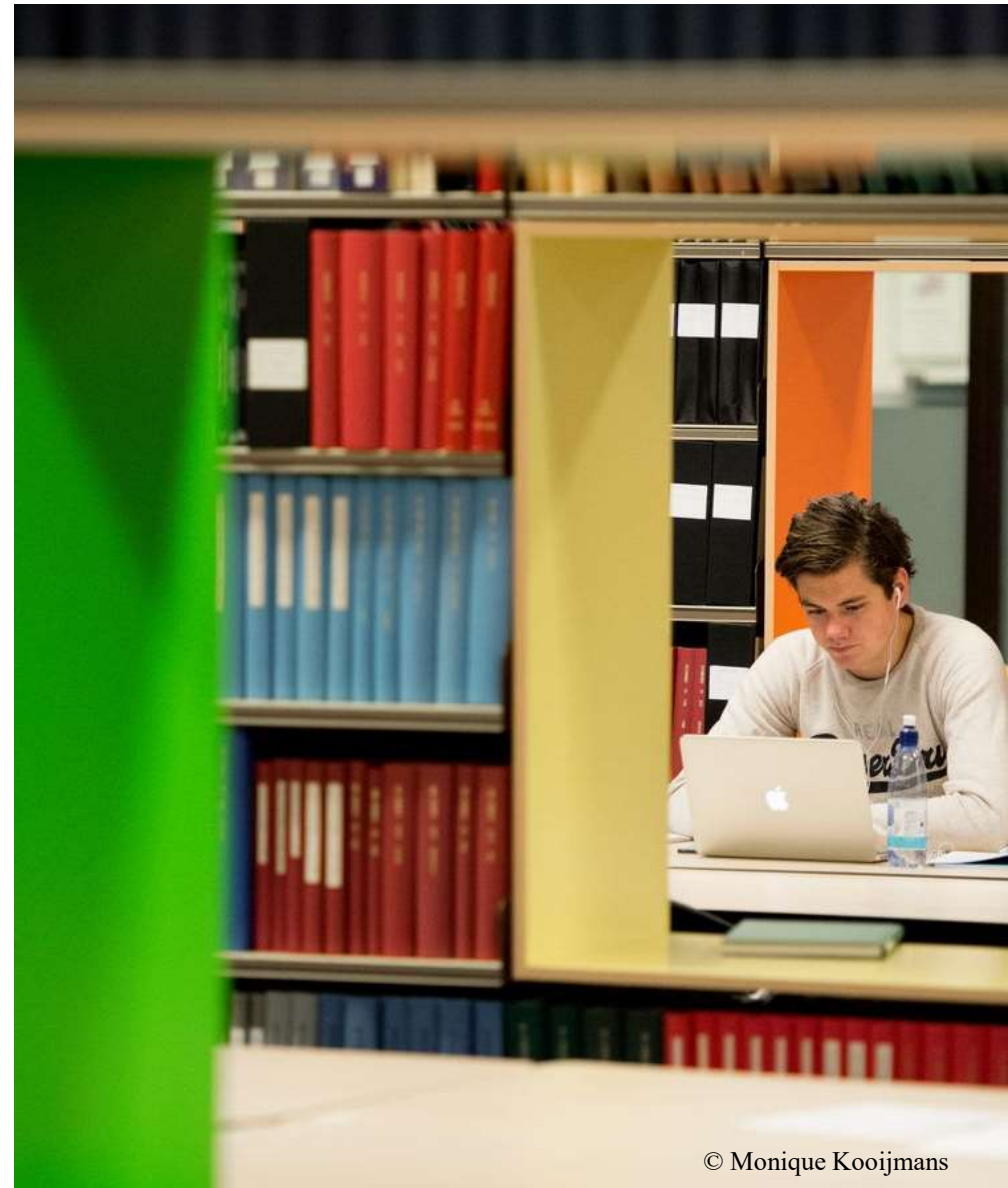
- What about the internship?
  - How did you find your internship?
  - Did you have to find an internship by yourself?
  - What kind of support did you get from the UvA?
  - Can you describe a typical day at your internship?





## Questions about student-experience

- What about the thesis?
  - How did you find a master's thesis project?
  - How did you collect data?
  - Was it a lonely process?
  - What support did you get?





## Future perspectives

- Profit and non-profit organisations
  - Management function
  - Policy advisor
  - In-house management consultant
  - Trainer
- Consultancy firms
  - Management consultant
  - Change consultant
  - Conflict management
  - Trainer
- Research institutes
  - Scientific research
  - Policy research
  - Applied research



**Tim de Laat**

*Program manager  
Berghauser Pont*



## Questions about student-experience

- Career prospects and development?
  - What are your plans/ideas for your career (e.g., for the next 5 years)? Do you have any career goals?
  - How did the master prepare you for your job?







## Am I eligible?

- Academic degree equivalent to a Dutch academic Bachelor's degree
- **Basic requirements:**
  - Knowledge and skills in psychology, methods and statistics, empirical research and writing
- **Track-specific requirements:**
  - Specific knowledge in Work & Organisational Psychology
  - Motivation for the track
  - English language skills

MASTER

# Psychology: Consultancy & Organisational Development (track)

Master's programmes > Psychology: Consultancy & Organisational Development > Application and admission

Study programme Careers **Application and admission** Tuition Fee Contact Open House

## Application and admission

If you have any questions after reading the application process, please check out [the FAQ](#). You will find a lot of answers here about the application process, the application form, the application outcome, the application deadline, Studielink, requirements, the application form and the application outcome.


### Application process

1. Check deadlines
2. Check entry requirements
- 3.1 Submit enrolment application in Studielink
- 3.2 Optional second track choice
- 3.3 Consecutive second track in new academic year
4. Activate your UvAnetID
5. Submit your UvA application form
6. Upload required documents
7. Wait for admissions decision

After conditional admission


You will meet **the basic requirements** if you will finish (or have already finished) a bachelor's programme in...

- Psychology at a Dutch university
- Hogeschool van Amsterdam Kwalificatieprogramma
- ISW at the UvA
- PPLE (majoring in Psychology) at the UvA
- Bèta Gamma (majoring in Psychology) at the UvA
- If you finish (or have already finished) Psychobiologie at the UvA you automatically meet basic requirement 1+2



MASTER

## Consultancy & Organisational Development (track)

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[Consultancy & Organisational Development](#) > [Application and admission](#)

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### Application and admission

If you have any questions after reading the application process, please check out [the FAQ](#). You will find a lot of answers here about enrollment, Studielink, requirements, the application form and the application outcome.

#### Application process

1. [Check deadlines](#) 
2. [Check entry requirements](#) 

#### Basic requirements

All Psychology Master's candidates are expected to meet the following basic requirements:

- ≥5 EC Basic knowledge of Psychology
- ≥24 EC Methods and Statistics courses in Psychology or Social Sciences of which ≥21 EC on quantitative research
- ≥9 EC Empirical research project (demonstrating your writing & research skills) on a Psychological or related Social Science.

Candidates who obtain a Psychology Bachelor's degree at a Dutch university prior to the start of the Master's programme automatically meet all basic requirements.

[More information about the basic requirements](#) →

You will meet **the basic and track specific requirements** if you will finish (or have already finished) a bachelor's programme in...

- UvA Psychology with Work & Organisation (A&O) specialisation
- HvA degree in Applied Psychology + academic Work and Organisational (A&O) route
- UvA PPLE, including a Psychology Major + UvA's minor in WOP
- UvA ISW, including the UvA's minor WOP

## Application process

If you have any questions after reading the application process, please check out [the FAQ](#). You will find a lot of answers here about enrollment, Studielink, requirements, the application form and the application outcome.

### 1. Check deadlines

### 2. Check entry requirements

## Basic Requirements

All Psychology Master's candidates are expected to meet the following basic requirements:

- $\geq 5$  EC Basic knowledge of Psychology
- $\geq 24$  EC Methods and Statistics courses in Psychology or Social Sciences of which  $\geq 21$  EC on quantitative research
- $\geq 9$  EC an Empirical research project about which you wrote an *individual* report (demonstrating your writing & research skills) on a Psychological or related Social Science subject.

Candidates who obtain a Psychology Bachelor's degree at a Dutch university prior to the start of the Master's programme automatically meet all basic requirements.

[More information about the basic requirements →](#)

## Track-specific requirements

In order to apply for the Master's track Human Resource & Career Management, you should meet the following track-specific requirements in addition to the basic requirements:

- $\geq 4$ ec Knowledge of Personnel psychology on bachelor-2 or -3 level
- $\geq 4$ ec Knowledge of leadership, organizational culture and organizational structure on bachelor -2 or -3 level **or**  $\geq 4$  EC Intra- and intergroup processes (e.g., group dynamics) on bachelor -2 or -3 level
- $\geq 4$  EC Work motivation and occupational health psychology, on bachelor -2 or -3 level

[More information about the track-specific requirements →](#)

## Statement of Motivation



## Questions about student-experience

- What is your background?
  - Where did you do your bachelor and what bachelor?
  - Did you do a pre-master?







## Questions about student-experience

- Why THIS master's track?
  - How and why did you decide to go to the UvA and not another university?
  - How and why did you decide that you wanted this master's track and not another one?





## Questions about teacher-experience

- About the content
  - What do you like about teaching at this department?
  - Why is this master's track/are these courses so special and great (as compared to, e.g., similar courses at other universities)?
  - How do you bring the teaching material to life?





## Questions about teacher-experience

- About the students
  - How is the atmosphere during the courses that you teach?
  - How is your relationship with your students (in terms of hierarchy)?
  - How do you respond to feedback from students about your courses?
  - How do you ensure, maintain and improve the quality of your courses?







## Procedure

- **Application for pre-master and master is the same!**
- Apply for the master track >> provide the required information >> we evaluate your info and let you know if you:
  - get (conditional) admitted to the programme
  - are eligible for the pre-master programme
  - are not eligible for any of our programmes
- Via website UvA >> master track Consultancy and Organisational Development
- How to get there? >> google 'master track Consultancy and Organisational Development UvA' >> Click 'Application and admission'

**APPLY BEFORE 1 MARCH 2023**

in Studielink + MyInfo

You will receive the decision in May 2023







# Required information

Selection criteria	What do we ask from you
<b>Academic Bachelor's degree in Psychology</b> or closely related field	Academic degree certificate*
<b>Basic requirements</b>	Proof of Qualification <ul style="list-style-type: none"><li>• Template on website</li></ul> Transcript of Records <ul style="list-style-type: none"><li>+ grading scheme</li><li>+ course descriptions and literature references</li></ul>
<b>Track-specific requirements</b>	Proof of Qualification <ul style="list-style-type: none"><li>• Template on website</li></ul> Statement of Motivation <ul style="list-style-type: none"><li>• Template on website</li></ul>
<b>English language proficiency</b>	TOEFL/IELTS/Cambridge <ul style="list-style-type: none"><li>• <i>Check the exceptions</i></li></ul>

\* Start September 2023: You may already apply before finishing your Bachelor's programme.

## Pre-master's programme or entry test

- Pre-master's programme in order to become eligible. This option is available for candidates who meet a certain amount of basic requirements and do not need a visa or residence permit to study in the Netherlands
- Entry test (max of 2 entry tests and available for candidates who do not need a visa or residence permit to study in the Netherlands) -> scheduled on campus between 1-14 July 2023
- The selection committee will decide whether a pre-master's is necessary and possible

Pre-master's programme	
Semester 2 2022-2023	
Period 1 12 EC	Period 2 + 3 18 EC
Recruitment, Selection and Work performance (6 EC)	Work, Motivation and Health (9 EC)
Teams in Organisations (6 EC)	Leadership and Organisational Culture (9 EC)

## Students per track

WOP Master's tracks	Max. amount of students 2022-2023	Students in 2022-2023
Human Resource and Career Management	30	17 of the 23* (+/- 47 applicants)
Coaching and Vitality in Organisations	20	11 of the 14* (+/- 25 applicants)
<b>Consultancy and Organisational Development</b>	<b>30</b>	<b>27 of the 50*</b> <b>(+/- 89 applicants*)</b>
Sport and Performance Psychology	30	33

\*Applicants who could meet the basic and track-specific entry requirements by the end of the study year, and started



## Selection procedure



- If the number of candidates exceeds the number of places in the programme:
  - Students will be ranked on their study results and motivation
  - Admission will be decided by drawing lots for equally ranked candidates
  - Eligible students who are not allotted a place in the program of their first or second choice, will be put on a waiting list in case a place becomes available later on



## Practical information/ housing

- Important: Start looking for accommodation months before your arrival
- How do you apply for a room at UvA student housing?

<https://www.uva.nl/en/education/practical-information/housing/housing.html>







## More information?

- Google: ‘master track Consultancy and Organisational Development UvA’
- Click ‘Online open day’ and ‘Overview’ for video clips with more information
- Contact: [Educationdesk-psy@uva.nl](mailto:Educationdesk-psy@uva.nl)

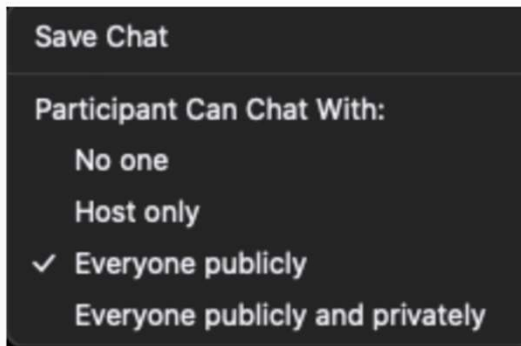


## Questions? & saving the chat

1. When in meeting, click on **Chat**.



2. At the bottom of the chat window, click **...**, then **Save Chat**.



3. This will save your chat to your local recording location. The default is your **Documents** folder  
/ **Zoom** / **Folder with meeting name, date, and time.**

