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Work & organizational psychology for IE	
Offered by	Department of Industrial Engineering & Innovation Sciences
Language	English
Primarily interesting for	All students, but most relevant for students with background in major Industrial Engineering
Prerequisites	Required courses: 1JV00 Work & Organizational Psychology: Basic Recommended courses:
Contact person	Dr. Llewellyn van Zyl (l.e.v.zyl@tue.nl)

Content and composition

How to optimize employee performance in operational and innovation processes? How to select the right person for the job? How can organizations make sure their employees stay healthy and motivated? Is it possible to change the culture of an organization? What is a perfect leader? How to avoid conflicts and counterproductive behavior? Have you ever wondered about these or closely-related questions, then Work and Organizational Psychology is the right choice for you!

Work and Organizational Psychology examines antecedents and consequences of people's working behavior. Specifically, it strives for an optimal fit between people and work, which will be achieved when both human aspects and work aspects are integrally (re)designed and (re)developed to improve organizational performance. On the human aspect, both competencies and motivation of human resources are relevant to delivering high-quality contributions to the realization of organizational and individual goals. On the work side, technical, social-organizational and job conditions under which people deliver their contributions to the realization of both organizational and individual goals are relevant.

Course code	Course name	Level classification
1JK10	Leadership & self-management in organizations	2.
1JK20	Social innovation and sustained employability	2.
1JZK40	Designing business processes	1.

Course description

Leadership & self-management in organizations (1JK10)
Success typically has a name: Branson, Jobs, Zuckerman. But leaders come in many shapes and sizes, and are found in all layers of organizations. Leading yourself and others is the foundation for setting and achieving valuable organizational goals. In this course, we will reflect upon what this means for you as a future employee or entrepreneur operating in a world of growing global competition, rising customer expectations, and an increasingly diverse workforce. Prepare to be(come) a leader!

Social innovation and sustained employability (1JK20)
Work places today are changing constantly, leading to discussions on new professionalism, changing organization configurations, new technologies and the development of new competences of employees (the New Way of Working). This entails that employees will have to learn their entire life to be able to face changes in the new knowledge-based economy in order to be sustained employable.

In this course you will learn to understand these discussions from an organizational, technological and above all

social viewpoint. This course can be regarded more as a voyage of discovery that will lead to interaction and mutual debate, than as an attempt to a regular knowledge transfer. The end goal is that you will take a stand as students in these debates. Due to the set up of the course, participation is limited to 50 students.

Designing business processes (1JZK40)
How can you make sure that an organization is innovative enough, that people can enjoy their work, fulfill their ambitions, and perform well? The answers to questions such as these reside in a good design of business processes. This elective course is about the design of business processes from an industrial-engineering point of view. It focuses on business processes before the product launch (innovation, e.g. new product development) as well as after the product launch (e.g., production, service). Case assignments focus on both (re)design of structures and (re)design of systems. How to conduct a sociotechnical redesign of an operational process in a production department to improve the workflow and create more meaningful work for employees? How to design a performance measurement and feedback system for self-managing teams, or a decision support system for management? How to (re)design an innovation process and a system for measuring the effectiveness of the (re)designed process? If you are interested in learning about and carrying out such design processes, this course is a good fit for you.