



Sharing experiences from the Erasmus Mundus Joint Master Degree in Work, Organizational, and Personnel Psychology [WOP-P]



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Erasmus Mundus Joint Master Degree in WOP-P

Programme Countries: Universidade de Coimbra, Universidad de Valencia, Università di Bologna and Universitat de Barcelona

Four Rounds:

1st (2006-2011) 2nd (2012-2016)

3rd (2017-2021) 4th (2021-2026)



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SUMMARY

1. GENERAL SCHEME OF THE WOP-P MASTER
2. CHARACTERISTICS OF THE WOP-P MASTER
3. EMPLOYABILITY



1. GENERAL SCHEME OF THE WOP-P MASTER

- Divided into 4 semesters of 30 credits (over 2 years)
- Explanatory + intervention curricular units in Work, Organizational and Personnel Psychology
- The Winter School: focus on intervention design
- The Master Thesis: Four steps with international mobility and at least two tutors (Home and Host)
- The professional internship (more and more international)
- Starting from more explanatory curricular units and finishing with the professional internship and the presentation of the Master Thesis



1. GENERAL SCHEME OF THE WOP-P MASTER

LANGUAGES USED IN THE MASTER:

- Only English, for those starting the course in Valencia and Bologna
- English and Portuguese, for those starting the course in Coimbra
- English and Spanish, for those starting the course in Barcelona
- Only fluency in English is compulsory



2. CHARACTERISTICS OF THE WOP-P MASTER

COMPOSITION:

- Non-European partners (Partner Countries): University of Guelph, University of Brasilia, University of Baltimore, University of Puerto Rico, Florida Institute of Technology, and Illinois Institute of Technology
- Main role of non-European partners: Orientation to professional internships (PRACTICUM)
- University of Limerick (Recent Associate): Preparation of students as official users of tests



2. CHARACTERISTICS OF THE WOP-P MASTER

FOCUS ON STRATEGIC REGIONS:

- Participation of students from strategic regions
- There are specific grants for these targets: a) Eastern Partnership countries; b) South-Mediterranean countries; c) Asia; d) Central Asia; e) Latin America; f) Iran, Iraq, Yemen; and g) African, Caribbean and Pacific countries
- Specific market plan for these regions also building on previous students from these areas
- A great challenge: how to incorporate these students in an excellent local/international group of students (e.g., knowledge about statistics, theories, basic assumptions about the field)



2. CHARACTERISTICS OF THE WOP-P MASTER

THE JOINT DIPLOMA:

- We were committed to integrating all the European universities (Valencia, Barcelona, Bologna and Coimbra) into the Joint Diploma
- All students receive a Joint Diploma regardless of the home university. The coordinating institution issues this diploma on behalf of European partners. In addition, the University of Bologna will issue a local diploma to all students regardless of their home university

Note: The success of joint degrees can be greatly helped through robust and supportive management and administration structures



2. CHARACTERISTICS OF THE WOP-P MASTER

WORKSHOPS:

We organize workshops with all teaching and administrative staff:

CONTENTS + METHODS FOR LEARNING AND TEACHING (LEARNING BY DOING): problem-oriented strategies, skills development and achievement, etc.



2. CHARACTERISTICS OF THE WOP-P MASTER

QUALITY EVALUATION SYSTEM:

Activity	When	Internal/external	Method	Bodies / actors	Main Function
Partners' Report	Annual	Internal	Quantitative and qualitative	Partner coordinators	Monitoring
Employers' Report	Annual	External	Interview	In-company tutors	Monitoring
Consortium Report	Annual	Internal	Integration of partners' and employers' reports	Coordinating Committee	Monitoring, upgrading, and improving
Workshop	Preparatory year and intermediate	Internal and external	Presentation and debate between teachers and advisors	Advisory Board and teachers	Upgrading and improving



2. CHARACTERISTICS OF THE WOP-P MASTER

INDUCTION:

- Orientation course
- Tour of the Faculty/University: libraries, rooms for teamwork, administrative and international services
- Training in databases and electronic resources
- Use of administrative and international services



2. CHARACTERISTICS OF THE WOP-P MASTER

OTHER ASPECTS:

- The website: <https://www.erasmuswop.org>
- Formalisation of a network of companies and organizations that cooperate in organizing professional internships
- Strong cooperation among partners (e.g., research studies and projects)
- Close relationship with Alumni



3. EMPLOYABILITY

SECOND EMPLOYABILITY SURVEY WOPP ALUMNI

OCTOBER - NOVEMBER, 2019

Participants:

- ✓ 159 WOPP Alumni
- ✓ 41 Countries
- ✓ 72 % Women 28% Men



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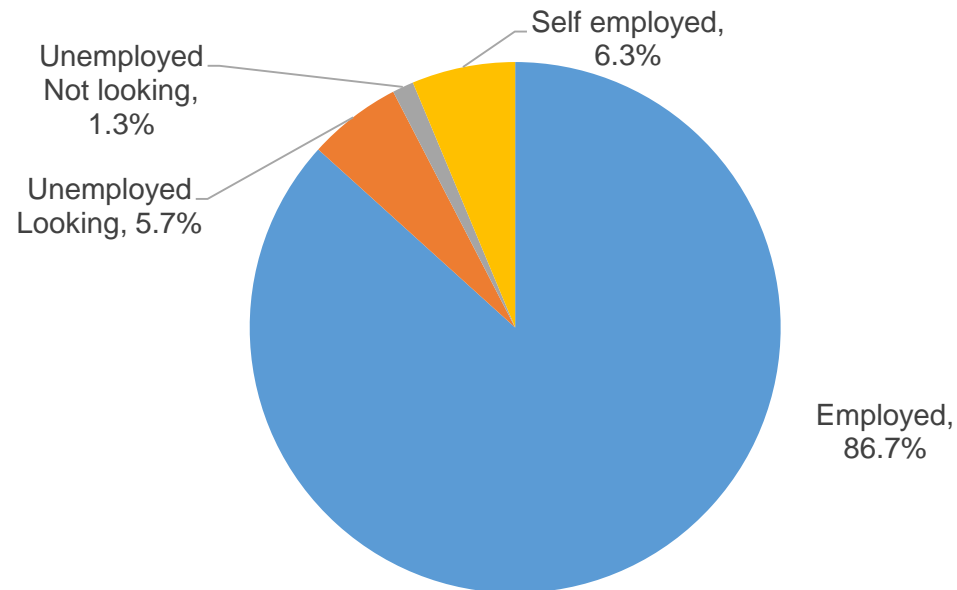
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3. EMPLOYABILITY

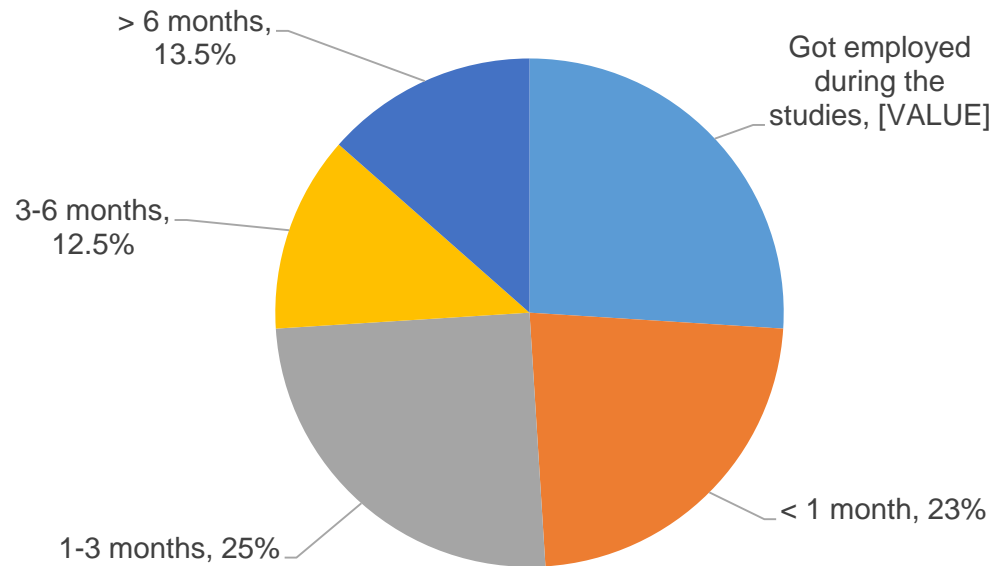
- What is your current employment status?





3. EMPLOYABILITY

- How long did you actively search for your first job after the Master?





3. EMPLOYABILITY

- For what type of organization are you working at the moment/did you work in your last job?



Private Sector

81.9 %



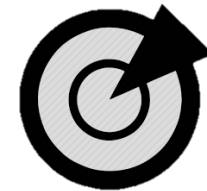
Public Sector

11.7 %



NGO,
Cooperative

2.1%



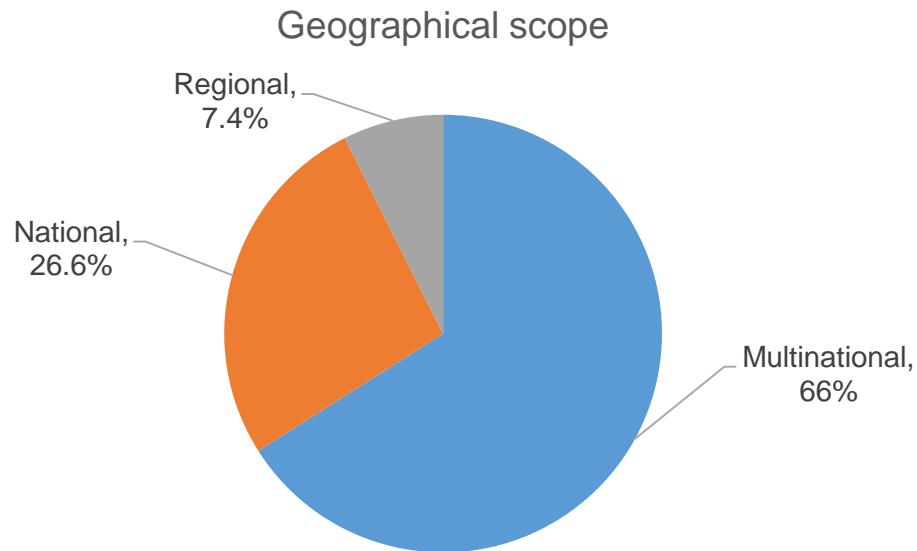
Mixed Sector

4.3 %



3. EMPLOYABILITY

- Please indicate the geographical scope of the organization where you currently/last work/ed.





Faleminderit
Muito obrigada
Thank you
Muchas gracias
Grazie mille



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