Handbook of Modules
for the Degree Program

Psychology (Industrial and Organizational Psychology), B.Sc.

Faculty of Communication and Environment

Version 1.1

04.05.2021

Dokumentenhistorie

Hinweis zu den Versionen.

- Jede Änderung führt zu einer neuen Version. Sobald Module ausgetauscht werden, inhaltlich neu ausgerichtet werden oder sich der Name des Moduls ändert, wird die Version um 1 erhöht. Alle kleinen Änderungen führen um eine Erhöhung rechts vom Komma.
- Die Modulnummer ist mit dem Modulname verknüpft. Sollte ein Modul wegfallen, so kann die Modulnummer nicht erneut vergeben werden.

Version	Datum	Verantw.	Bemerkung
1.0			Version für die Akkreditierung

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Curriculum of the Bachelor's Degree Program Psychology (Industrial and Organizational Psychology), B.Sc.

Code No (Kennnummer)	Subjects (Module)	SW (SWS)	L (V)	SL (SL)	S (S)	Ex (Ü)	PT (Pra)	Pro (Pro)	TE (Prü)	CP	Sum CP	WS1	SS2	WS3	SS4	WS5	SS6	WS7
PS_1.01	Introduction to Psychology / Einführung in die Psychologie	4	2	2					E	5	5	4						
PS_1.02	Statistics (Descriptive Statistics and Probability Theory) / Statistik (Deskriptive Statistik und Wahrscheinlichkeitstheorie)	4	2	2					E	5	5	4						
PS_1.03	Methodology (Principles of Empirical Research Methods) / Methodenlehre (Grundlagen empirischer Forschung)	4	2	2					E	5	5	4						
PS_1.04	General Psychology (Cognitive Psychology) / Allgemeine Psychologie (Kognitionspsychologie)	4	2	2					E	5	5	4						
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PS_2.04	Empirical Research Project (General Psychology or Social Psychology) / Empirisches Projektseminar (aus Allgemeine Psychologie oder Sozialpsychologie)	4						4	E	5	5		4					
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PS_3.01	Communication and Cooperation / Kommunikation und Kooperation	4	2	2					E	5	5			4				
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PS_3.03	Personality Psychology / Persönlichkeitspsychologie	4	2	2					E	5	5			4				
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	Elective courses * / Wahlpflichtkurse *	16		16						20	20				8	8		
	Semester hours per week (total)	118							CP	150		24	24	24	24	22	30	30

Rotated text in column SS6: PS_6.01 Internship (Praxissemester)/ PS_6.02 Semester Abroad (Auslandssemester)(30 CP) (C)

Rotated text in column WS7: PS_7.01 Scientific Working and Research Design (Wissenschaftliches Arbeiten und Forschungsdesign) (+20 ExS hours = 2 SW) (5 CP) (C); PS_7.02 Psychological Research Colloquium (Psychologisches Forschungskolloquium) (5 CP) (C); PS_7.03 Career Planning and Entrepreneurship (Karriereplanung und Gründungsmanagement) (5 CP) (C); PS_7.04 Bachelor Thesis (Bachelorarbeit) (12 CP); Colloquium (Kolloquium) (3 CP)

CP 150   SWS: 118   Credits: 60 CP

Credit Points: 210

Code No (Kennnummer)	Elective Courses (Wahlpflichtkurse)	SW	CP	TE
PS_W.01	Aptitude Assessment and Personnel Selection / Eignungsdiagnostik und Personalauswahl	4	5	E
PS_W.02	Business Ethics and Moral Psychology / Wirtschaftsethik und Moralpsychologie	4	5	C
PS_W.03	Demographic Change and the World of Work / Demographischer Wandel in der Arbeitswelt	4	5	E
PS_W.04	Foreign Language (Summer semester) / Fremdsprache (Sommersemester)	4	5	E
PS_W.05	Occupational Safety and Health Psychology / Organisationale Sicherheits- und Gesundheitspsychologie	4	5	E
PS_W.06	Leadership / Führung von Mitarbeitern	4	5	E
PS_W.07	Strategic Personnel and Organizational Development / Strategische Personal- und Organisationsentwicklung	4	5	E
PS_W.08	Foreign Language (Winter semester) / Fremdsprache (Wintersemester)	4	5	E

List of abbreviations

SW	Semester hours per week (Semesterwochenstunden)
L	Lecture (Vorlesungs)
SL	Seminaristic lecture (Seminaristische Lehrveranstaltung)
S	Seminar (Seminar)
Ex	Exercise (Übung)
PT	Practical training (Praktikum)
Pro	Project (Projekt)
TE	Type of examination (Prüfungsform)
CP	Credit Points
WS	Winter semester (Wintersemester)
SS	Summer semester (Sommersemester)
E	Examination (Prüfung)
C	Certificate (Testat)
ExS hours	Experimental subject hours (Versuchspersonenstunden)

PS_1.01 Introduction to Psychology

Code	Workload	Credits	Level of module	Frequency of offer	Duration
PS_1.01	150 h	5 CP	1st semester	Winter semester	1 semester

Courses		Teaching time	Self-study		Planned group size
Lecture:	30 h / 2 semester hours per week (SW)	60 h / 4 SW	90 h		Lecture: open SL : 35 students
Seminaristic Lecture (SL):	30 h / 2 SW				

Learning outcomes / Competences and qualifications profile

Students have gained an insight into the fundamental topics of psychology and its practical fields of application. In the seminaristic lecture, students have gained social and methodological competence – especially the ability to study – aside from professional competence by joining discussions, reading articles, and doing exercises.

Content

1. History of psychology

2. Philosophy of science

3. Short introduction to the fundamentals of psychology, which are not being taught in the 1st semester

- Developmental Psychology
- Personality Psychology / Differential Psychology
- General Psychology II (Emotion, Motivation, and Learning)
- Biological Psychology

4. Introduction of further fields of application of psychology

- Clinical Psychology
- Educational Psychology
- Forensic Psychology
- Health Psychology
- Economic Psychology

Teaching methods

Entry requirements

None

Types of assessment

Graded examination

Requirements for the award of credit points
Passed examination

Use of module (in other degree programs)

Weight towards final grade
3,13 %

Person in charge of module
Prof. Dr. Anja von Richthofen

Additional information

PS_1.02 Statistics (Descriptive Statistics and Probability Theory)

Code	Workload	Credits	Level of module	Frequency of offer	Duration
PS_1.02	150 h	5 CP	1st semester	Winter semester	1 semester

Courses		Teaching time	Self-study		Planned group size
Lecture: 30 h / 2 SW Seminaristic Lecture (SL): 30 h / 2 SW		60 h / 4 SW	90 h		Lecture: open SL : 35 students

Learning outcomes / Competences and qualifications profile

Students have gained basic knowledge of descriptive statistics and of probability theory. They have acquired practical competence regarding selection, application, calculation, visualization, and interpretation of descriptive statistics.

Content

- Measurement theory and scale levels, discrete and continuous variables, frequency distributions
- Univariate descriptive statistics (measures of central tendency and dispersion)
- Correlation analysis, partial correlation, and basics of regression analysis
- Set theory, combinatorics, theory of probability, conditional probability
- Discrete and continuous probability distributions

Teaching methods

Lecture (projection, whiteboard) accompanied by exercise to deepen the contents of the lectures and to practically calculate and visualize descriptive statistics (projection, whiteboard, flip chart, paper, EDP programs such as SPSS, and/or Excel).

Entry requirements

None

Types of assessment

Graded examination

Requirements for the award of credit points

Passed examination

Use of module (in other degree programs)

Weight towards final grade

3,13 %

Person in charge of module
Prof. Dr. Nele Wild-Wall
Additional information
The modules "Statistics (Descriptive Statistics and Probability Theory)" and "Methodology (Principles of Empirical Research Methods)" are related to each other in terms of content. Lecturers ought to point out content-related interconnections and coordinate the introduction of fundamental contents.

PS_1.03 Methodology (Principles of Empirical Research Methods)

Code	Workload	Credits	Level of module	Frequency of offer	Duration
PS_1.03	150 h	5 CP	1st semester	Winter semester	1 semester

Courses		Teaching time	Self-study		Planned group size
Lecture:	30 h / 2 SW	60 h / 4 SW	90 h		Lecture: open SL : 35 students
Seminaristic Lecture (SL):	30 h / 2 SW				

Learning outcomes / Competences and qualifications profile

Students have become acquainted with basic terms as well as different research designs and data collection methods of empirical socio-scientific research. Further, they have become enabled to handle basic approaches considering planning, conducting, and analyzing empirical studies and experiments. They have gained the ability to understand and critically evaluate empirical studies as well as to develop own questions.

Content

- Basic terms of socio-scientific empirical research (measuring, variables, scale levels, constructs, hypotheses, theories)
- Quantitative methods of data collection (counting, judging, interview, observation, testing and fundamentals of test theory, physiological methods)
- Qualitative methods of data collection (non-reactive methods, qualitative interview, and observation)
- Different research designs (correlational research, experimental research, evaluation design)
- Fundamentals of testing hypotheses (logic of significance testing and general procedure)

Teaching methods

Lecture (projection) accompanied by seminaristic lecture to deepen the contents of the lectures by reflecting concrete examples of socio-scientific studies, generating own research questions (literature research, self-studies, whiteboard, metaplan board) as well as by testing data collection (paper-pencil or the like) and analyzing own data (paper-pencil; EDP programs such as SPSS, and/or Excel).

Entry requirements

None

Types of assessment

Graded examination

Requirements for the award of credit points

Passed examination

Use of module (in other degree programs)

Weight towards final grade
3,13 %

Person in charge of module
Prof. Dr. Nele Wild-Wall

Additional information
The modules "Methodology (Principles of Empirical Research Methods)" and "Statistics (Descriptive Statistics and Probability Theory)" are related to each other in terms of content. Lecturers ought to point out content-related interconnections and coordinate the introduction of fundamental contents.

PS_1.04 General Psychology (Cognitive Psychology)

Code	Workload	Credits	Level of module	Frequency of offer	Duration
PS_1.04	150 h	5 CP	1st semester	Winter semester	1 semester

Courses		Teaching time	Self-study	Planned group size
Lecture:	30 h / 2 SW	60 h / 4 SW	90 h	Lecture: open
Seminaristic Lecture (SL):	30 h / 2 SW			SL : 35 students

Learning outcomes / Competences and qualifications profile

Students have become acquainted with basic concepts of functioning, range, and limits of human cognitive performance. They have become acquainted with the most important terms, models, and methods of cognitive psychology. Particularly, students have been enabled to make connections between cognitive psychological methods (e.g., mental chronometry) and concepts (e.g., psychological refractory period) and to apply them to concrete issues.

Content

- Historical development of cognitive psychology
- Body-mind problem and free will
- Methods of cognitive psychology
- Perception
- Attention
- Memory
- Knowledge and mental representation
- Language
- Reasoning
- Decisions and problem solving
- Consciousness

Teaching methods

Lecture (PowerPoint) accompanied by seminaristic lecture to deepen the contents of the lectures with group exercises using experiments, video footage, whiteboard, metaplan board, flip chart, and literature research during self-studies.

Entry requirements

None

Types of assessment

Graded examination

Requirements for the award of credit points

Passed examination

Use of module (in other degree programs)
Weight towards final grade   3,13%
Person in charge of module   Prof. Dr. Nicki Marquardt
Additional information   The modules "General Psychology (Cognitive Psychology)" and "General Psychology (Psychology of Motivation, Emotion and Learning)" build upon each other. Thus, lecturers of both modules ought to point out interconnections in contents.

PS_1.05 Social Psychology (Person and Environment)

Code	Workload	Credits	Level of module	Frequency of offer	Duration
PS_1.05	150 h	5 CP	1st semester	Winter semester	1 semester

Courses		Teaching time	Self-study	Planned group size
Lecture:	30 h / 2 SW	60 h / 4 SW	90 h	Lecture: open
Seminaristic Lecture (SL):	30 h / 2 SW			SL : 35 students

Learning outcomes / Competences and qualifications profile

Students have become acquainted with basic social psychological theories and research findings focusing on the individual and the environment and they have been enabled to critically reflect them as well as to evaluate their relevance with regard to various fields. Students have acquired social key competences by exercises, group work, and discussions.

Content

- Methods of social psychology
- Person perception
- Self-perception
- Attitudes and behavior
- Prejudice and discrimination
- Consistency theories
- Judgment heuristics
- Social influence and power
- Control

Teaching methods

Lecture (PowerPoint) accompanied by seminaristic lecture to deepen the contents of the lectures with group exercises using whiteboard, metaplan board, flip chart, and literature research during self-studies.

Entry requirements

None

Types of assessment

Graded examination

Requirements for the award of credit points

Passed examination

Use of module (in other degree programs)

Weight towards final grade
3,13 %
Person in charge of module
Prof. Dr. Anja von Richthofen
Additional information
The modules "Social Psychology (Person and Environment)" and "Social Psychology (Social Interaction and Group Dynamics)" build upon each other. Thus, both modules ought to be lectured by the same lecturer.

PS_1.06 Computational Data Analysis

Code	Workload	Credits	Level of module	Frequency of offer	Duration
PS_1.06	150 h	5 CP	1st semester	Winter semester	1 semester

Courses	Teaching time	Self-study		Planned group size
Seminaristic Lecture (SL): 60 h / 4 SW	60 h / 4 SW	90 h		SL : 35 students

Learning outcomes / Competences and qualifications profile

Students have learned to apply the knowledge they have gained in the modules "Methodology (Principles of Empirical Research Methods)" and "Statistics (Descriptive Statistics and Probability Theory)" to concrete issues using small statistical analyses with the program SPSS. Furthermore, they have gained insight into selected questionnaire programs and they have learned how to operate them and present the results in individual and group work.

Content

- Dealing with the statistical software SPSS
- Recording and analysis of questionnaires in SPSS
- Creating univariate and bivariate analyses as well as comparisons of means
- Working with the SPSS syntax
- Introduction to online questionnaire programs
- Conducting an online survey with subsequent analysis using SPSS in group work
- Preparation and presentation of the results of SPSS in MS Office programs (Word, Excel, PowerPoint)
- Evaluation and critical reflection of the online surveys in a plenary session

Teaching methods

Lecture in plenary sessions to teach fundamentals; exercises in computer labs in small groups.

Entry requirements

None

Types of assessment

Graded examination

Requirements for the award of credit points

Passed examination

Use of module (in other degree programs)

Weight towards final grade

3,13 %

Person in charge of module

Prof. Dr. Nele Wild-Wall
Additional information

PS_2.01 Methodology (Test Design and Experimental Psychology)

Code	Workload	Credits	Level of module	Frequency of offer	Duration
PS_2.01	150 h	5 CP	2nd semester	Summer semester	1 semester

Courses		Teaching time	Self-study		Planned group size
Lecture:	30 h / 2 SW	60 h / 4 SW	90 h		Lecture: open SL : 35 students
Seminaristic Lecture (SL):	30 h / 2 SW				

Learning outcomes / Competences and qualifications profile

Students have been enabled to transfer psychological questions into appropriate qualitative or quantitative (particularly experimental) research designs and to develop psychological tests and questionnaires following test theoretical fundamentals. They have gained the competence to conduct own empirical studies, analyze the data using appropriate methods, present the results, and critically discuss them.

Content

- Test theory, construction of tests and questionnaires, determination of item parameters and quality criteria
- Experimental psychological research designs (experimental designs, experimental and confounding variables, selection of appropriate procedures for statistical analysis)
- Critical evaluation of published experimental psychological studies in current psychological research
- General procedure for planning, conducting, evaluating, and presenting empirical and, more specifically, experimental studies
- Practical conduction of a small experimental study in small groups
- Writing a research report

Teaching methods

Lecture (projection, whiteboard) accompanied by seminaristic lecture to deepen the contents of the lectures by planning, conducting, analyzing, and discussing own empirical studies in small groups (literature research during self-studies, whiteboard, flip chart, projection).

Entry requirements

Successful completion of the modules "Statistics (Descriptive Statistics and Probability Theory)" and "Methodology (Principles of Empirical Research Methods)".

Types of assessment

Graded examination

Requirements for the award of credit points

Passed examination

Use of module (in other degree programs)

Weight towards final grade
3,13 %

Person in charge of module
Prof. Dr. Nele Wild-Wall

Additional information
The modules "Methodology (Test Design and Experimental Psychology)" and "Statistics (Inferential Statistics and Multivariate Methods)" are related to each other in terms of content. Lecturers ought to point out content-related interconnections and coordinate the introduction of fundamental contents.

PS_2.02 Social Psychology (Social Interaction and Group Dynamics)

Code	Workload	Credits	Level of module	Frequency of offer	Duration
PS_2.02	150 h	5 CP	2nd semester	Summer semester	1 semester

Courses		Teaching time	Self-study		Planned group size
Lecture:	30 h / 2 SW	60 h / 4 SW	90 h		Lecture: open SL : 35 students
Seminaristic Lecture (SL):	30 h / 2 SW				

Learning outcomes / Competences and qualifications profile

Students have been introduced to basic social psychological theories and research findings focusing on group dynamics and social interaction and have gained the competence to both present and discuss social psychological theories and models of concrete issues in application fields. Aside from professional competences students have thus acquired social and methodological competences.

Content

- Attraction and attachment
- Prosocial behavior
- Aggression
- Group dynamics and social interaction
- Social psychology and environment
- Social psychology and law
- Social psychology and health

Teaching methods

Lecture (PowerPoint) accompanied by seminaristic lecture to deepen the contents of the lectures with presentations given by the students using PowerPoint and discussions integrating metaplan board and flip chart.

Entry requirements

None

Types of assessment

Graded examination

Requirements for the award of credit points

Passed examination

Use of module (in other degree programs)

Weight towards final grade
3,13 %

Person in charge of module
Prof. Dr. Anja von Richthofen

Additional information
The modules "Social Psychology (Person and Environment)" and "Social Psychology (Social Interaction and Group Dynamics)" build upon each other.

PS_2.03 Statistics (Inferential Statistics and Multivariate Methods)

Code	Workload	Credits	Level of module	Frequency of offer	Duration
PS_2.03	150 h	5 CP	2nd semester	Summer semester	1 semester

Courses		Teaching time	Self-study		Planned group size
Lecture:	30 h / 2 SW	60 h / 4 SW	90 h		Lecture: open SL : 35 students
Seminaristic Lecture (SL):	30 h / 2 SW				

Learning outcomes / Competences and qualifications profile

Students have become acquainted with various statistical methods and their respective preconditions to test hypotheses in empirical research. They have gained the competence to correctly choose certain statistical methods depending on the problem, research design, and data level and to process sample data (supported by EDP programs, amongst others). They have acquired the ability to critically and competently interpret the results with regard to the problem.

Content

- Parameter estimation and confidence intervals
- General logic of significance testing
- Methods for testing associative and causal hypotheses (parametric and non-parametric)
- Analyses of variance (one-factorial vs. multifactorial; repeated measures, parametric vs. non-parametric)
- Multiple regression, mediator and moderator analysis, linear structural equation models
- Multivariate methods: factor analysis, cluster analysis, discriminant analysis, multidimensional scaling

Teaching methods

Lecture (projection, whiteboard) accompanied by seminaristic lecture to deepen the contents of the lectures by reflecting on the methodology of published empirical psychological studies as well as by practicing the calculation of various statistical procedures using sample data sets and EDP support.

Entry requirements

Successful completion of the modules "Statistics (Descriptive Statistics and Probability Theory)" and "Methodology (Principles of Empirical Research Methods)".

Types of assessment

Graded examination

Requirements for the award of credit points

Passed examination

Use of module (in other degree programs)

Weight towards final grade
3,13 %
Person in charge of module
Prof. Dr. Nele Wild-Wall
Additional information The modules "Statistics (Inferential Statistics and Multivariate Methods)" and "Methodology (Test Design and Experimental Psychology)" are related to each other in terms of content. Lecturers ought to point out content-related interconnections and coordinate the introduction of fundamental contents.

PS_2.04 Empirical Research Project (General Psychology or Social Psychology)

Code	Workload	Credits	Level of module	Frequency of offer	Duration
PS_2.04	150 h	5 CP	2nd semester	Summer semester	1 semester

Courses	Teaching time	Self-study	Planned group size
Research Project: 30 h / 2 SW	30 h / 2 SW	120 h	Project: 35 students

Learning outcomes / Competences and qualifications profile

During the Empirical Research Project, students have worked on a specific research question from the modules "General Psychology (Cognitive Psychology)" or "Social Psychology (Person and Environment)". In small project groups, students have learned to conduct an empirical study on general or social psychological phenomena applying various methodical approaches (e.g., behavioral observation, interview, experiment).

Students have become proficient in the most important quantitative and qualitative methods of the empirical social sciences and have acquired the ability to apply them examining a concrete problem. Moreover, students have gained practical experience in the fields of project management and time management and improved their social competences during group work.

Aside from psychological research methods, students have particularly acquired social competences, for example, the ability to work in a team or the ability to manage conflicts, and collected concrete experience in critical phases of project work.

Content

- Project work in a team: goal setting, role definition, and distribution of tasks
- Project planning and controlling: critical project phases; time management and conflict management in the team
- Dealing with content-related and social problems in the collective coordination of tasks
- Idea generation and literature research in a team
- Collective development of a research question and derivation of research hypotheses
- Operationalization of constructs
- Collective design of experiments and development of research methods
- Joint execution of experiments
- Quantitative and qualitative evaluation procedures
- Project presentation and documentation of the empirical study
- Reflection on project implementation, roles, and behaviors of the project members

Teaching methods

Research project in which guided projects in the form of empirical laboratory studies or field studies are conducted.

Entry requirements

None

Types of assessment

Graded examination

Requirements for the award of credit points

Passed examination

Use of module (in other degree programs)

Weight towards final grade

3,13%

Person in charge of module

N.N.

Additional information

The module "Empirical Research Project (General Psychology or Social Psychology)" features connections in terms of content to general psychology and social psychology, and particularly, methodological connections to modules such as "Project Management and Intercultural Competence", "Methodology", "Statistics", and "Computational Data Analysis". Thus, lecturers ought to point out interconnections in contents and methodology.

PS_2.05 General Psychology (Psychology of Motivation, Emotion and Learning)

Code	Workload	Credits	Level of module	Frequency of offer	Duration
PS_2.05	150 h	5 CP	2nd semester	Summer semester	1 semester

Courses		Teaching time	Self-study	Planned group size
Lecture:	30 h / 2 SW	60 h / 4 SW	90 h	Lecture: open SL : 35 students
Seminaristic Lecture (SL):	30 h / 2 SW			

Learning outcomes / Competences and qualifications profile

Students have become acquainted with the basic concepts of the functionality of motivation, emotions, and learning. They have gained the competence to make connections between general psychological methods (e.g., behavioral observation) and concepts (e.g., operant conditioning). Moreover, students have become proficient in the most important terms, models, and methods of the psychology of motivation, emotion, and learning and have acquired the ability to apply them to concrete issues.

Content

- Historical development of the psychology of motivation, emotion, and learning
- Theoretical and methodological basics of motivational psychology
- Psychology of willpower and volition research
- Action planning, executive control, and action execution
- Theoretical and methodological basics of the psychology of emotion
- Connection between cognitive and affective science
- Cognitive and biological approaches to emotion research
- Components of emotions and their measurement
- Theoretical and methodological basics of the psychology of learning
- Classical conditioning
- Operant conditioning / instrumental learning
- Social learning
- Implicit learning

Teaching methods

Lecture (PowerPoint) accompanied by seminaristic lecture to deepen the contents of the lectures with group exercises using experiments, video footage, whiteboard, metaplan board, flip chart, and literature research during self-studies.

Entry requirements

None

Types of assessment
Graded examination

Requirements for the award of credit points
Passed examination

Use of module (in other degree programs)

Weight towards final grade
3,13%

Person in charge of module
N.N.

Additional information
The modules "General Psychology (Cognitive Psychology)" and "General Psychology (Psychology of Motivation, Emotion and Learning)" build upon each other. Thus, lecturers of both modules ought to point out content-related interconnections.

PS_2.06 Project Management and Intercultural Competence

Code	Workload	Credits	Level of module	Frequency of offer	Duration
PS_2.06	150 h	5 CP	2nd semester	Summer semester	1 semester

Courses		Teaching time	Self-study	Planned group size
Lecture:	30 h / 2 SW	60 h / 4 SW	90 h	Lecture: open
Exercise:	30 h / 2 SW			Exercise: 40 students

Learning outcomes / Competences and qualifications profile

Students have developed abilities to plan and implement projects. They have become proficient in the use of methodological tools for planning, implementing, monitoring, and completing projects with regard to personnel, costs, appointments, and quality and they have become proficient in adequately presenting project results. Students have experienced dynamics as well as common pitfalls of teamwork in projects and have been sensitized to dealing appropriately with people from foreign cultures in international projects.

Students have become acquainted with media of presentation and have gained the competence to purposefully apply them. They have been introduced to basic techniques of presenting and have acquired the competence to use various media (with regard to context and situation), give presentations, and critically evaluate their own presentation upon completion of the module.

Content

- Goals, processes, and phases of projects
- Goal setting and project planning (definition of work packages, planning of milestones, development of flow charts, network plans, work breakdown structures)
- Project monitoring: milestones, controlling
- Time management, managing project resources
- Quality and risk management in projects
- Tools in project management
- Dealing with customers and leading project teams
- International projects, dealing with customers/project members from foreign cultures (intercultural competence)
- Project completion and documentation
- Basics of presentation techniques (media selection, forms of visualization, voice and body language, preparing and having a presentation)
- Presentation of project results (development of the presentation (collecting material, structuring, using presentation software))

Teaching methods

Lecture accompanied by exercise in which students conduct their own projects in project teams, present the results of the project, and document the project.

Entry requirements

None

Types of assessment
Certificate (ungraded assignment)

Requirements for the award of credit points
Successful participation in a project, presentation of the project's results, and providing a documentation of the project.

Use of module (in other degree programs)
Same module in the degree programs „E-Government", "Media Communication and Computer Science", and „Psychology (Industrial and Organizational Psychology)"

Weight towards final grade

Person in charge of module
N.N.

Additional information

PS_3.01 Communication and Cooperation

Code	Workload	Credits	Level of module	Frequency of offer	Duration
PS_3.01	150 h	5 CP	3rd semester	Winter semester	1 semester

Courses		Teaching time	Self-study		Planned group size
Seminaristic Lecture (SL): 60 h / 4 SW		60 h / 4 SW	90 h		SL: 35 students

Learning outcomes / Competences and qualifications profile

Students have become acquainted with basic models and theories of communication, conflict resolution, and group dynamics. Upon completion of this module, they have particularly gained social and personal competences aside from professional competences. Various exercises have been performed individually, in teams of two, or groups of more people with a subsequent reflection in order to foster self-awareness and apply what had been taught.

Content

- Introduction to basic communication models (Bühler, Lasswell, Grice, Shannon & Weaver, ...).
- Watzlawick's axioms to conversation
- Communication model according to Schultz v. Thun
- Transactional analysis (Berne)
- Theme-centered interaction (Cohn)
- Practical application of the theories using case studies
- Fundamentals of conversation
- Communication in groups and organizations
- Conflicts and conflict management
- Cooperation and group dynamics
- Having conflict resolution talks
- Conflict moderation

Teaching methods

Lecture using PowerPoint, exercises worked on individually, in pairs of two, or groups of more with subsequent reflection, moderation using metaplan technique, video feedback.

Entry requirements

None

Types of assessment

Graded examination

Requirements for the award of credit points

Passed examination

Use of module (in other degree programs)
Same module in the degree programs „E-Government", "Media Communication and Computer Science", and „Psychology (Industrial and Organizational Psychology)"
Weight towards final grade
3,13 %
Person in charge of module
N.N.
Additional information

PS_3.02 Developmental Psychology

Code	Workload	Credits	Level of module	Frequency of offer	Duration
PS_3.02	150 h	5 CP	3rd semester	Winter semester	1 semester

Courses		Teaching time	Self-study		Planned group size
Lecture:	30 h / 2 SW	60 h / 4 SW	90 h		Lecture: open SL : 35 students
Seminaristic Lecture (SL):	30 h / 2 SW				

Learning outcomes / Competences and qualifications profile

Students have gained basic knowledge of research questions, methods, key theories, and empirical findings of developmental psychology over the lifespan. They have acquired the competence to understand developmental processes in different ages. They have developed the ability to understand, analyze, and critically discuss scientific (also English) texts.

Content

- Basic terms and issues of developmental psychology (over the lifespan), concepts of developmental psychology (over the lifespan), factors influencing development
- Methodological approaches of developmental psychology
- Development over the lifespan in different functional domains: cognitive (e.g., theories of domain-specific core knowledge, two-component models of intellectual development), emotional (e.g., emotion regulation), and social development (e.g., attachment)
- Personality and development of the self
- Development of work-related constructs (e.g., job performance)

Teaching methods

Lecture (projection, whiteboard) accompanied by seminaristic lecture to extend and deepen the contents of the lectures by working up, presenting, and critically discussing research findings on selected topics of developmental psychology (literature research, self-studies, presentations with projection).

Entry requirements

None

Types of assessment

Graded examination

Requirements for the award of credit points

Passed examination

Use of module (in other degree programs)

Weight towards final grade
3,13 %

Person in charge of module
Prof. Dr. Freda-Marie Hartung

Additional information

PS_3.03 Personality Psychology

Code	Workload	Credits	Level of module	Frequency of offer	Duration
PS_3.03	150 h	5 CP	3rd semester	Winter semester	1 semester

Courses		Teaching time	Self-study		Planned group size
Lecture:	30 h / 2 SW	60 h / 4 SW	90 h		Lecture: open SL : 35 students
Seminaristic Lecture (SL):	30 h / 2 SW				

Learning outcomes / Competences and qualifications profile

Students have received an overview of personality psychological theories, models, and research findings. They have gained the competence to make connections between personality psychological methods (e.g., factor analysis) and concepts (e.g., five-factor model, respectively, Big Five). Moreover, students have become proficient in the most important terms, models, and methods of personality psychology and they have learned to apply them to concrete issues. They have developed the ability to understand, analyze, and critically discuss scientific (also English) texts.

Content

- Basic classical and current personality theories
- Theoretical and methodological approaches of personality research (e.g., variable-oriented vs. person-oriented approach)
- Influence of personality on current experience and behavior
- Long-term physiological, psychological, and social consequences of personality (e.g., on health, performance, relationships)
- Ability-related differences (e.g., intelligence)
- Emotion-related differences (e.g., anxiety)
- Cognition-related differences (e.g., optimism)
- Motivation-related differences (e.g., curiosity)
- Self-concept and self-esteem

Teaching methods

Lecture (PowerPoint) accompanied by seminaristic lecture to extend and deepen the contents of the lectures by critical reception of classical and/or current personality psychological research findings (partly concerning practical problems) on selected topics (literature research, self-studies, presentations with projection, whiteboard, discussion).

Entry requirements

None

Types of assessment

Graded examination

Requirements for the award of credit points
Passed examination

Use of module (in other degree programs)

Weight towards final grade
3,13%

Person in charge of module
Prof. Dr. Freda-Marie Hartung

Additional information

PS_3.04 Biological Psychology

Code	Workload	Credits	Level of module	Frequency of offer	Duration
PS_3.04	150 h	5 CP	3rd semester	Winter semester	1 semester

Courses		Teaching time	Self-study	Planned group size
Lecture:	30 h / 2 SW	60 h / 4 SW	90 h	Lecture: open SL : 35 students
Seminaristic Lecture (SL):	30 h / 2 SW			

Learning outcomes / Competences and qualifications profile

Students have gained basic knowledge of the functional neuroanatomy of the human nervous system as well as of fundamentals of mental processes, human behavior, and experience in various functional areas including the methods to measure them. They have become enabled to explain normal and pathological changes of mental processes, experience, and behavior over the lifespan. They have started to reflect on the importance of this knowledge with regard to applied issues (e.g., health promotion, design of work contexts).

Content

- Functional and structural neuroanatomy including signal transmission in and on neurons
- Methods of biological psychology or neuroscience
- Sensory physiology (vision, hearing, gustation, olfaction, haptics, and proprioception)
- Cardiovascular system, immune system, neuroendocrinology
- Neurophysiological fundamentals of basic human functions (motor function, perception and attention, behavioral control, learning and memory, sleep, language)

Teaching methods

Lecture (projection, whiteboard) accompanied by seminaristic lecture to extend and deepen the contents of the lectures by critical reception of classical and/or current neurophysiological research findings (partly concerning practical problems) on the respective topics and related to normal or pathological changes of mental processes over the lifespan (literature research, self-studies, introductory presentations with projection, whiteboard, discussion).

Entry requirements

None

Types of assessment

Graded examination

Requirements for the award of credit points

Passed examination

Use of module (in other degree programs)

Weight towards final grade
3,13 %
Person in charge of module
Prof. Dr. Nele Wild-Wall
Additional information

PS_3.05 Business Administration

Code	Workload	Credits	Level of module	Frequency of offer	Duration
PS_3.05	150 h	5 CP	1st semester	Winter semester	1 semester

Courses		Teaching time	Self-study	Planned group size
Lecture:	30 h / 2 SW	60 h / 4 SW	90 h	Lecture: open Exercise: 40 students
Exercise:	30 h / 2 SW			

Learning outcomes / Competences and qualifications profile

Students have become acquainted with economic concepts, functional areas, and methods. They have become proficient in the most important terms, concepts, and methods of business administration and have become enabled to apply them to concrete issues.

Content

- Basic economic terms and relationships (consumption function, equilibrium income, liquidity and interest, macroeconomic equilibrium)
- Basic terms, concepts, and principles of business administration
- Business administration functions and tasks
- Basics of marketing
- Basics of production and materials management
- Basics of human resource management
- Financial management and accounting
- Corporate financing and business valuation
- Cost and performance accounting and contribution margin accounting
- Strategic and operational controlling
- Management of organizational units, operational and organizational structure, divisional organization
- Concepts and instruments of corporate management
- Operational excellence and growth-oriented strategy concepts

Teaching methods

Lecture (PowerPoint) accompanied by seminaristic lecture to deepen the contents of the lectures with group exercises using analyses of economic case studies, overhead projector, video projector, whiteboard, metaplan board, and flip chart.

Entry requirements

None

Types of assessment

Graded examination

Requirements for the award of credit points
Passed examination

Use of module (in other degree programs)
Same module in the degree programs „E-Government", "Media Communication and Computer Science", and „Psychology (Industrial and Organizational Psychology)"

Weight towards final grade
3,13%

Person in charge of module
N.N.

Additional information

PS_3.06 Empirical Research Project (Personality Psychology or Biological Psychology)

Code	Workload	Credits	Level of module	Frequency of offer	Duration
PS_3.06	150 h	5 CP	3rd semester	Winter semester	1 semester

Courses	Teaching time	Self-study	Planned group size
Research Project: 30 h / 2 SW	30 h / 2 SW	120 h	Project: 35 students

Learning outcomes / Competences and qualifications profile

During the Empirical Research Project, students have learned to work autonomously on a concrete research question from the modules "Personality Psychology" or "Biological Psychology". In small project groups, students have conducted an empirical study on personality or biological psychological phenomena applying various methodical approaches (e.g., behavioral observation, interview, experiment, physiological measurements).

Students have become proficient in the most important quantitative and qualitative methods of the empirical social sciences (personality psychology and/or biological psychology in particular) and have acquired the ability to apply them examining a concrete issue. Moreover, students have gained practical experience in the fields of project management and time management and improved their social competences during group work.

Content

- Joint generation of ideas and literature research
- Development of a research question and derivation of research hypotheses
- Operationalization of constructs
- Development of research methods in a team
- Experimental design and research design
- Sample size determination and representativeness
- Work-sharing in the conduction of experiments
- Quantitative and qualitative evaluation methods
- Statistical hypothesis testing and interpretation of results
- Project presentation and documentation of the empirical study

Teaching methods

Research project in which autonomous projects in the form of empirical laboratory studies or field studies are conducted.

Entry requirements

None

Types of assessment

Graded examination

Requirements for the award of credit points
Passed examination
Use of module (in other degree programs)
Weight towards final grade
3,13%
Person in charge of module
Prof. Dr. Nele Wild-Wall und Prof. Dr. Freda-Marie Hartung
Additional information
The module "Empirical Research Project (Personality Psychology or Biological Psychology)" features connections in terms of content to biological psychology and personality psychology, and, in particular, methodological connections to modules such as "Project Management and Intercultural Competence", "Methodology", "Statistics", and "Computational Data Analysis". Thus, lecturers ought to point out interconnections in contents and methodology.

PS_4.01 Industrial and Organizational Psychology

Code	Workload	Credits	Level of module	Frequency of offer	Duration
PS_4.01	150 h	5 CP	4th semester	Summer semester	1 semester

Courses		Teaching time	Self-study	Planned group size
Lecture:	30 h / 2 SW	60 h / 4 SW	90 h	Lecture: open SL : 35 students
Seminaristic Lecture (SL):	30 h / 2 SW			

Learning outcomes / Competences and qualifications profile

Students have become acquainted with basic concepts of human experience and behavior in work processes and organizational processes. They have been enabled to make integrative connections between industrial and organizational psychological methods (e.g., organizational diagnosis) and concepts (e.g., socio-technical systems theory) as well as economic issues (e.g., increasing efficiency with teamwork). Moreover, students have become proficient in the most important terms, models, and methods of industrial and organizational psychology and have gained the competence to apply them to concrete problems.

Content

- Historical development of industrial and organizational psychology
- Methodological fundamentals of industrial and organizational psychology research
- Behavioristic, cognitive, and action-theoretical job models
- Motivation to work and job satisfaction
- Stress in the workplace
- Teamwork and group work
- Work analysis and evaluation
- Socio-technical and action-theoretical concepts of work design
- Design, implementation, and evaluation of training and qualification measures
- Organizational culture, organizational design, and learning organization
- Organizational diagnostics and organizational development

Teaching methods

Lecture (PowerPoint) accompanied by seminaristic lecture to deepen the contents of the lectures with group exercises using analyses of case studies, roleplay, video footage, whiteboard, metaplan board, flip chart.

Entry requirements

None

Types of assessment

Graded examination

Requirements for the award of credit points

Passed examination
Use of module (in other degree programs)
Weight towards final grade 3,13%
Person in charge of module Prof. Dr. Nicki Marquardt
Additional information

PS_4.02 Personnel and Organizational Psychology

Code	Workload	Credits	Level of module	Frequency of offer	Duration
PS_4.02	150 h	5 CP	4th semester	Summer semester	1 semester

Courses		Teaching time	Self-study	Planned group size
Lecture:	30 h / 2 SW	60 h / 4 SW	90 h	Lecture: open SL : 35 students
Seminaristic Lecture (SL):	30 h / 2 SW			

Learning outcomes / Competences and qualifications profile

Students have become acquainted with the fundamentals of personnel and organizational psychology (theories, concepts, and studies), the application of psychological findings to organizations as well as with effects on the organization. Contents have been deepened and illustrated with examples of application focusing on human resource management.

Content

- Organizational culture, mission statement, target systems
- Personnel recruitment and selection
- Leadership principles and leadership theories
- Motivation, performance appraisal, and incentive systems
- Communication, cooperation, and conflicts in organizations
- Commitment and counterproductive behavior
- Personnel development
- Diversity and expatriate management
- Personnel layoff

Teaching methods

Lecture (PowerPoint) accompanied by seminaristic lecture to deepen the contents of the lectures with group exercises and presentations.

Entry requirements

Successful completion of the modules "Social Psychology"

Types of assessment

Graded examination

Requirements for the award of credit points

Passed examination

Use of module (in other degree programs)

Weight towards final grade
3,13 %
Person in charge of module
Prof. Dr. Anja von Richthofen
Additional information

PS_4.03 Psychological Diagnostics

Code	Workload	Credits	Level of module	Frequency of offer	Duration
PS_4.03	150 h	5 CP	4th semester	Summer semester	1 semester

Courses		Teaching time	Self-study	Planned group size
Lecture: 30 h / 2 SW Seminaristic Lecture (SL): 30 h / 2 SW		60 h / 4 SW	90 h	Lecture: open SL : 35 students

Learning outcomes / Competences and qualifications profile

Students have gained the basic knowledge of theoretical and methodological fundamentals of psychological diagnostics. They have acquired the competence to correctly choose and apply various data collection procedures for concrete contexts and issues. They have recognized the ethical importance of diagnostic assessments and decisions and they have been sensitized to questions of fairness as well as cost-benefit ratios.

Content

- Introduction to the basics of psychological diagnostics (goals, terms, areas of application)
- Models of psychological diagnostics
- Diagnostic process
- Decision rules
- Operationalizations (types of psychological-diagnostic procedures and quality of psychological-diagnostic procedures)
- Research panels
- Integration of results (clinical vs. statistical judgment, validation in reference to measurement errors)
- Quality of decisions (sensitivity vs. specificity; positive predictive values (PPV))
- Making psychological assessments
- Legal and ethical framework of diagnostics, cost-benefit estimation, and quality standards (e.g., DIN 33430)
- Special diagnostic tests and procedures, implementation and evaluation (from the areas of personality diagnostics, performance diagnostics, etc.)

Teaching methods

Lecture (projection, whiteboard) accompanied by seminaristic lecture to extend and deepen the contents of the lectures by literature research as well as practical application of diagnostic methods (working in small groups). Working up a defined diagnostic issue and making a psychological assessment (self-studies and individual work).

Entry requirements

Successful completion of the modules "Methodology (Test Design and Experimental Psychology)" and „Personality Psychology".

Types of assessment

Graded examination

Requirements for the award of credit points

Passed examination

Use of module (in other degree programs)

Weight towards final grade

3,13 %

Person in charge of module

Prof. Dr. Freda-Marie Hartung

Additional information

This module's contents ought to be coordinated with the modules "Industrial and Organizational Psychology" and "Personnel and Organizational Psychology" as well as with the elective course "Strategic Personnel and Organizational Development" if those modules deal with questions of personnel and organizational diagnostics or the analysis of work processes and developmental processes. Parallels of the modules' contents ought to be pointed out, respectively.

PS_4.04 Law

Code	Workload	Credits	Level of module	Frequency of offer	Duration
PS_4.04	150 h	5 CP	4th semester	Summer semester	1 semester

Courses		Teaching time	Self-study	Planned group size
Lecture:	30 h / 2 SW	60 h / 4 SW	90 h	Lecture: open Exercise: 40 students
Exercise:	30 h / 2 SW			

Learning outcomes / Competences and qualifications profile

Students have become proficient in the most important terms, concepts, and methods of law and have gained the competence to apply them to concrete problems. On the one hand, students have become acquainted with the unique importance of constitutional law as the fundament of constitutional administrations' actions and they have learned how to apply the lawful principles of administrative actions (legality, commitment to fundamental rights, commensurability). On the other hand, students have been enabled to work on the facts of cases of labor law on the basis of effective labor laws and current legal practice (e.g., General Equal Treatment Act).

Content

- Basic legal terms and systematics of law
- Fundamentals of labor law: individual labor law and collective labor law
- Basic labor law terms: worker, employee, works council, company, enterprise
- Establishment of the employment relationship: conclusion of a contract, contractual deficiencies, deficiencies in performance
- Termination of employment: ordinary and extraordinary termination, fixed-term contract of employment
- Transfer of business: legal consequences and political significance
- Collective labor law: collective bargaining agreements and tariff autonomy, works constitution law, industrial action law
- Functions of the constitution, significance of constitutional principles: democracy, rule of law, welfare state, federal state, republic, environmental protection, European orientation
- Different categories of fundamental rights, single liberty rights (protection of privacy, protection of freedom of political communication, basic economic rights)
- Importance of the rights of equality, teaching and applying legal methodology using the discussion of case studies, differentiation between public and private law
- Administrative structure, including the communication between the different authorities
- Products of administrative action, especially administrative acts, public law contracts, real acts as well as statutes, ordinances, and administrative regulations
- Different types of proceedings as well as the participation of citizens in proceedings

Teaching methods

Interactive lecture (PowerPoint, whiteboard) accompanied by exercise to deepen the contents of the lectures with group exercises using analyses of legal case studies, whiteboard, metaplan board, flip chart.

Entry requirements
None

Types of assessment
Graded examination

Requirements for the award of credit points
Passed examination

Use of module (in other degree programs)
Same module in the degree programs „E-Government" and „Psychology (Industrial and Organizational Psychology)"

Weight towards final grade
3,13%

Person in charge of module
N.N.

Additional information

PS_5.01 Selected Aspects of Clinical Psychology

Code	Workload	Credits	Level of module	Frequency of offer	Duration
PS_5.01	150 h	5 CP	5th semester	Winter semester	1 semester

Courses		Teaching time	Self-study		Planned group size
Lecture:	30 h / 2 SW	60 h / 4 SW	90 h		Lecture: open
Seminaristic Lecture (SL):	30 h / 2 SW				SL : 35 students

Learning outcomes / Competences and qualifications profile

Students have become acquainted with the fundamentals of clinical psychology and will be able to evaluate the relevance of selected topics of clinical psychology for industrial and organizational psychology as a field of work. They have been enabled to apply theories and models to practical examples and to critically reflect on them.

Content

- Fundamentals of clinical psychology (etiology, classification, diagnosis and epidemiology, and intervention)
- Anxiety disorders
- Affective disorders
- Addiction
- Burnout
- Psychotherapeutic approaches
- Health psychology
- Prevention in the workplace

Teaching methods

Lecture (PowerPoint) accompanied by seminaristic lecture to deepen the contents of the lectures with group exercises and presentations.

Entry requirements

None

Types of assessment

Graded examination

Requirements for the award of credit points

Passed examination

Use of module (in other degree programs)

Weight towards final grade
3,13 %

Person in charge of module
N.N.

Additional information

PS_5.02 Quality and Knowledge Management, Evaluation

Code	Workload	Credits	Level of module	Frequency of offer	Duration
PS_5.02	150 h	5 CP	5th semester	Winter semester	1 semester

Courses		Teaching time	Self-study	Planned group size
Lecture:	30 h / 2 SW	60 h / 4 SW	90 h	Lecture: open Exercise: 40 students
Exercise:	30 h / 2 SW			

Learning outcomes / Competences and qualifications profile

Students have become acquainted with various aspects as well as with the importance of knowledge and quality management for an organization and they have become familiar with the diverse tasks of an information or quality manager. Furthermore, students have got to know relevant methods and techniques to ensure the distribution of knowledge and quality control in an enterprise or an administration, respectively, and to check their success with evaluation studies.

Content

- Fundamentals of quality management
- Approaches of quality management: Total Quality Management (TQM), Six Sigma, Continuous Improvement Process (CIP), EFQM model, DIN EN ISO 9000 ff.
- Quality tools: defect lists, Fault Tree Analyses, Failure Mode and Effects analysis (FMEA)
- Basic terms (symbols, data, messages, information and knowledge, information systems)
- Requirements for an information manager and their tasks
- Introduction to and basics of knowledge management: implicit knowledge vs. explicit knowledge, ontologies, representation systems, and knowledge engineering
- Modules of knowledge management: the knowledge management cycle
- Instruments and methods of knowledge management
- Theoretical and methodological basics of evaluation research
- Formative, summative, and prospective evaluation
- Design, implementation, and assessment of evaluation studies
- Effectiveness review, efficiency analysis, and implementation control
- Impact models and cost-benefit analyses

Teaching methods

Lecture accompanied by group exercises to deepen the contents of the lectures. The module is designed in a seminaristic way using sketches on blackboards and projection.

Entry requirements

None

Types of assessment

Graded examination

Requirements for the award of credit points
Passed examination

Use of module (in other degree programs)
Same module in the degree programs „E-Government" and „Psychology (Industrial and Organizational Psychology)"

Weight towards final grade
3,13%

Person in charge of module
Prof. Dr. Georg Hauck

Additional information

PS_5.03 Interdisciplinary Project

Code	Workload	Credits	Level of module	Frequency of offer	Duration
PS_5.03	300 h	10 CP	5th semester	Winter semester	1 semester

Courses	Teaching time	Self-study	Planned group size
Project	90 h / 6 SW	210 h	25 students

Learning outcomes / Competences and qualifications profile

Students have transferred the competences they had gained in previous project modules and modules from the field of key competences to new issues. Students have been enabled to work scientifically on practical issues in an interdisciplinary and international team to jointly prepare concrete solutions.

Content

The content differs between projects, depending on the degree programs and the supervising professors which are involved. Depending on students' knowledge, lectures and workshops on different topics will be offered or students will be integrated into already existing lectures. This means, for example, that students working in an environmental project have the opportunity to attend different lectures of the degree program "Environment and Energy" or students working in a marketing project have the opportunity to attend different lectures of the degree program "International Business Administration".

Teaching methods

Sessions for basic information about the project options; project coordination; project counseling provided by teaching staff or project partners from a company; accompanying lectures depending on the topics of the projects and demand; presentation of results to an interested audience consisting of university staff and students as well as external project partners.

Entry requirements

Successful completion of projects in the degree program and of the modules "Project Management and Intercultural Competence" and "Communication and Cooperation".

Types of assessment

Graded examination

Requirements for the award of credit points

Passed examination

Use of module (in other degree programs)

Same module for all Bachelor degree programs of the faculty

Weight towards final grade
6,25 %
Person in charge of module
All professors of the faculty
Additional information

PS_6.01 Internship

Code	Workload	Credits	Level of module	Frequency of offer	Duration
PS_6.01	900 h	30 CP	6th semester	Summer semester	1 semester

Courses	Teaching time	Self-study		Planned group size

Learning outcomes / Competences and qualifications profile

The internship has offered the opportunity for students to work in relevant companies of a field related to the degree program in order to introduce them to the future professional activity. It is of great importance that the company hosting the internship has provided opportunities to deal with topics related to industrial and organizational psychology in concrete fields of action. In particular, the internship has helped to apply the knowledge and competences in the field of industrial and organizational psychology acquired during the studies as well as to reflect and evaluate the practical experience made in order to make use of it for the subsequently following part of the studies.

Content

Depending on the company, amongst others:

- Personnel management, personnel marketing, personnel selection, personnel development, personnel consulting
- Training, further education, employee training, coaching, mentoring
- Work design, organizational development, employee surveys, organizational consulting
- Knowledge and quality management

Teaching methods

Individual offers for counselling and supervision

Entry requirements

At least 89 credit points achieved

Types of assessment

Certificate (ungraded assignment)

Requirements for the award of credit points

Passed examination

Use of module (in other degree programs)

Same module in the degree programs „E-Government", „Media Communication and Computer Science", and „Psychology (Industrial and Organizational Psychology)"

Weight towards final grade
Person in charge of module
All professors of the faculty
Additional information

PS_6.02 Semester Abroad

Code	Workload	Credits	Level of module	Frequency of offer	Duration
PS_6.02	900 h	30 CP	6th semester	Summer semester	1 semester

Courses	Teaching time	Self-study		Planned group size

Learning outcomes / Competences and qualifications profile

Students have become familiar with the challenges of preparing for a stay abroad including all organizational and subject-related issues. Students have become proficient in the foreign language of the respective host country so that they have been able to take and successfully complete modules at a university abroad which serves as a content-related supplement to the modules of the degree program. Students have become acquainted with the study conditions at a university abroad and have made experience regarding the use of their intercultural skills.

Students have gained advanced theoretical and practical knowledge of the chosen degree program, they have got to know further professional perspectives, and they have acquired the competence to successfully collaborate with students and teachers of different nationalities and cultures in another educational structure.

Content

Depends on the offered degree program of the foreign university

Teaching methods

Individual offers for counselling and supervision

Entry requirements

At least 89 credit points achieved

Types of assessment

Depends on the foreign university

Requirements for the award of credit points

Successful completion of modules accounting for at least 10 ECTS at the foreign university (cf. § 21; 5 Examination Regulation)

Use of module (in other degree programs)

Same module in the degree programs „E-Government", „Media Communication and Computer Science", and „Psychology (Industrial and Organizational Psychology)"

Weight towards final grade

Person in charge of module All professors of the faculty
Additional information

PS_7.01 Scientific Working and Research Design

Code	Workload	Credits	Level of module	Frequency of offer	Duration
PS_7.01	150 h	5 CP	7th semester	Winter semester	1 semester

Courses	Teaching time	Self-study	Planned group size
Seminaristic Lecture (SL): 2 SW/ 30 h in block lessons in the beginning of the semester	30 h/ 2 SW	90 h	Maximal 35 students

Learning outcomes / Competences and qualifications profile

Students have repeated all contents of the previous modules of methodology, statistics, and diagnostics in self-studies and made connections between them during the seminar. They have been enabled to choose appropriate qualitative or quantitative methodological approaches as well as research and analytical methods for given typical issues. They have gained the competence to analyze complex sample data sets using computer-based inferential statistical methods and multivariate analyses in order to present them in an appropriate way in texts, tables, and figures.

Students have reflected on the offer of special methods of data collection which are available at the university (e.g., standardized tests, observation lab, periphysiological measures, electroencephalogram) and have become aware of preconditions of use as well as their advantages and disadvantages.

Content

- Qualitative and quantitative research designs, various data collection methods, quality criteria
- Qualitative and quantitative data analysis; descriptive statistics; inferential statistics, and multivariate analysis methods
- Critical evaluation of research questions, selection of appropriate methodological approaches
- Computer-based analysis of complex sample data sets (e.g., with SPSS, Excel)
- Computer-based preparation of data for visualization and presentation (e.g., with different office applications, SigmaPlot)

Teaching methods

Self-studies (supervised forum discussions via web-based learning platforms offered); seminar for reflection, collection, and consolidation of the contents (projection, whiteboard, flip chart, computer lab).

Entry requirements

Collection of 20 experimental subject hours must be presented and will be counted as 2 SW of work toward the module.

Types of assessment

Certificate (ungraded assignment)

Requirements for the award of credit points
Passed examination
Use of module (in other degree programs)
Weight towards final grade
Person in charge of module
Prof. Dr. Nele Wild-Wall
Additional information
This module serves the function to prepare students for the Bachelor Thesis by collecting and consolidating all contents of the studies with regard to methodology after the internship. Thus, possible gaps in the knowledge representation can be detected early and closed. Self-studies are supported by a web-based learning platform which has already been established at the university.

PS_7.02 Psychological Research Colloquium

Code	Workload	Credits	Level of module	Frequency of offer	Duration
PS_7.02	150 h	5 CP	7th semester	Winter semester	1 semester

Courses		Teaching time	Self-study		Planned group size
Seminaristic Lecture (SL):	30 h / 2 SW	60 h / 4 SW	90 h		SL: 50 students
Exercise:	30 h / 2 SW				

Learning outcomes / Competences and qualifications profile

Upon completion of the research colloquium, students have worked independently on various psychological issues, developed methodological approaches for their examination, and practiced their critical reflexion on weaknesses of scientific research approaches. This seminar serves the direct preparation for the Bachelor Thesis und thus requires strong competences in independent scientific working.

Students have become proficient in the most important quantitative and qualitative methods of empirical social research and have gained the competence to apply them to a concrete issue. Furthermore, students have practiced their ability to judge critically with respect to interpreting and evaluating theoretical models and empirical studies.

Content

- Philosophy of science: Empiricism and Critical Rationalism, inductive and deductive reasoning
- Independent research and evaluation of scientific literature
- Development of a research question and derivation of research hypotheses
- Operationalization of constructs
- Analysis of methodological strengths and weaknesses of different research methods
- Independent development of experimental designs and evaluation of study designs
- Independent evaluation of quantitative and qualitative strategies of research and analysis
- Collective reflection in a group on empirical investigations
- Presentation of an empirical study and scientific discussion
- Independent writing of scientific texts and reports on research findings

Teaching methods

Seminar accompanied by concept development, literature research, and presentation of drafted study designs.

Entry requirements

None

Types of assessment

Certificate (ungraded assignment)

Requirements for the award of credit points

Passed examination

Use of module (in other degree programs)

Weight towards final grade

Person in charge of module
Prof. Dr. Nicki Marquardt

Additional information
The Psychological Research Colloquium serves the scientific preparation for the Bachelor Thesis. Hence, a great share in self-studies is required to provide the room for extensive literature research and evaluation of empirical studies. In respect of contents, this module involves strong connections to the module "Scientific Working and Research Design". Whereas the latter focuses on teaching theoretical and methodological contents, the Psychological Research Colloquium focuses on the concrete study design as well as the practical application of and reflection on methodological tools.

PS_7.03 Career Planning and Entrepreneurship

Code	Workload	Credits	Level of module	Frequency of offer	Duration
PS_7.03	150 h	5 CP	7th semester	Winter semester	1 semester

Courses		Teaching time	Self-study		Planned group size
Lecture:	30 h / 2 SW	60 h / 4 SW	90 h		Lecture: open
Seminaristic Lecture (SL):	30 h / 2 SW				SL : 35 students

Learning outcomes / Competences and qualifications profile

Industrial and organizational psychologists often work in economic enterprises, have leadership responsibility themselves, or work as self-employed business consultants or coaches. The module promotes students in their skills of entrepreneurial thinking and acting. Upon completion of the module, students have developed competences which will be required in the future working life as an intrapreneur (within an enterprise) or as an entrepreneur (in their own company).

Content

- Labor market related industry analysis
- Employability / personal responsibility
- Individual life and career planning
- Development of a competence portfolio (e.g., NRW Competence Atlas)
- Job application process
- Preparation of application documents
- Job application training, simulation of job interviews
- Basics of founding a business
- Setting up a business plan
- Business etiquette

Teaching methods

Seminaristic lecture in block lessons with teaching inputs and practically oriented learning units complement modern, digital learning formats. Therefore, online self-study phases and phases for autonomous learning alternate with offline individual and group work.

Entry requirements

None

Types of assessment

Certificate (ungraded assignment)

Requirements for the award of credit points

Passed examination

Use of module (in other degree programs)	
Weight towards final grade	
Person in charge of module Prof. Dr. Nicki Marquardt	
Additional information	

PS_7.04 Bachelor Thesis and Colloquium

Code	Workload	Credits	Level of module	Frequency of offer	Duration
PS_7.04	375 h	15 CP	7th semester	Winter semester	1 semester

Courses	Teaching time	Self-study		Planned group size
Bachelor Thesis: 12 CP Colloquium: 3 CP	Colloquium: 1 x 45 Min.	360 h		

Learning outcomes / Competences and qualifications profile

Students have conducted their own studies examining a research question from their scientific discipline, developing an appropriate methodological approach, and reflecting their research design and findings critically. During the colloquium students have proven their competences in evaluating the topic and reflecting on its impact on real-life problems.

Content

Depending on the topic, amongst other things:

- Independent research and evaluation of literature
- Development of a research question and derivation of research hypotheses
- Operationalization of constructs
- Analysis of methodological strengths and weaknesses of different research methods
- Independent development of experimental designs as well as execution and evaluation of experiments
- Independent evaluation of quantitative and qualitative strategies of research and evaluation
- Independent writing of a scientific paper
- Presentation of the Bachelor Thesis

Teaching methods

Individual offers for counselling and supervision

Entry requirements

Successful completion of all modules of the first six semesters

Types of assessment

Writing the Bachelor Thesis and attending a colloquium

Requirements for the award of credit points

Passed examination

Use of module (in other degree programs)

Weight towards final grade
9,38% (Bachelor Thesis = 7,5%; Colloquium = 1,88%)
Person in charge of module
N.N.
Additional information

PS_W.01 Elective Course - Aptitude Assessment and Personnel Selection

Code	Workload	Credits	Level of module	Frequency of offer	Duration
PS_W.01	150 h	5 CP	4th semester	Winter semester	1 semester

Courses		Teaching time	Self-study		Planned group size
Lecture:	30 h / 2 SW	60 h / 4 SW	90 h		Lecture: open SL : 35 students
Seminaristic Lecture (SL):	30 h / 2 SW				

Learning outcomes / Competences and qualifications profile

Students have become acquainted with the fundamental theoretical and methodological basics of aptitude assessment and personnel selection. They have been introduced to fields of practical application of aptitude assessment and have acquired basic knowledge of designing and implementing personnel selection procedures. They have recognized the ethical importance of diagnostic assessments and decisions and they have been sensitized to questions of fairness as well as cost-benefit ratios. Thus, they have gained important knowledge to obtain the license for working according to the DIN 33430 in the field of professional aptitude assessment.

Content

- Quality criteria of aptitude assessment (e.g., DIN 33430)
- Requirement analyses and competence models
- Approaches of aptitude assessment
- Methods of aptitude assessment: tests, behavioral observation, aptitude-based admission interviews as well as their development, quality and scope of application
- Characteristics of suitability
- Applicants' perception of personnel selection procedures (social validity)
- Process of personnel selection
- Evaluation of personnel selection procedures
- Conception and implementation of personnel selection procedures
- Legal framework of personnel selection

Teaching methods

Lecture (PowerPoint) accompanied by seminaristic lecture to deepen the contents of the lectures with exercises (in small groups).

Entry requirements

None

Types of assessment

Graded examination

Requirements for the award of credit points

Passed examination
Use of module (in other degree programs)
This elective course is open to students of other degree programs.
Weight towards final grade
3,13 %
Person in charge of module
Prof. Dr. Freda-Marie Hartung
Additional information

PS_W.02 Elective Course - Business Ethics and Moral Psychology

Code	Workload	Credits	Level of module	Frequency of offer	Duration
PS_W.02	150 h	5 CP	4th semester	Summer semester	1 semester

Courses		Teaching time	Self-study		Planned group size
Lecture:	30 h / 2 SW	60 h / 4 SW	90 h		Lecture: open
Seminaristic Lecture (SL):	30 h / 2 SW				SL : 35 students

Learning outcomes / Competences and qualifications profile

Students have become proficient in the most important terms, models, and methods of business ethics and moral psychology. Particularly, they have acquired the competence to make connections between moral philosophical (e.g., Utilitarianism) and moral psychological concepts (e.g., four-stage model of ethical decision-making) as well as management approaches (e.g., stakeholder management) and to apply them to concrete business ethical problems (e.g., deficiencies in product safety or bribery). Furthermore, students have become enabled to ethically reflect on their own behavior and on actions of economic agents.

Content

- Historical and theoretical fundamentals of moral philosophy
- Cognitivist and non-cognitivist approaches
- Teleological and deontological approaches
- Fundamentals of moral psychology
- Moral development and ethical action
- Conscious and unconscious processes in ethical management decisions
- Individual and organizational influences on ethical action
- Cognitive and neuroscientific findings on ethical decisions
- Fundamentals of ethical management
- Stakeholder management, issues and crisis management
- Ethical culture and moral management

Teaching methods

Lecture (PowerPoint) accompanied by seminaristic lecture to deepen the contents of the lectures with group exercises using analyses of case studies, roleplay, video footage, whiteboard, metaplan board, flip chart.

Entry requirements

None

Types of assessment

Certificate (ungraded assignment)

Requirements for the award of credit points

Passed examination
Use of module (in other degree programs) This elective course is open to students of other degree programs.
Weight towards final grade
Person in charge of module Prof. Dr. Nicki Marquardt
Additional information This module is designed very interdisciplinarily and requires the integration of philosophical, psychological, and economic sciences.

PS_W.03 Elective Course - Demographic Change and the World of Work

Code	Workload	Credits	Level of module	Frequency of offer	Duration
PS_W.03	150 h	5 CP	4th semester	Summer semester	1 semester

Courses		Teaching time	Self-study	Planned group size
Lecture:	30 h / 2 SW	60 h / 4 SW	90 h	Lecture: open SL : 35 students
Seminaristic Lecture (SL):	30 h / 2 SW			

Learning outcomes / Competences and qualifications profile

Students have become proficient in basic terminology, theories, data, and trends of the demographic development and have gained the competence to evaluate various factors influencing trends. They have been enabled to reflect on the relevance, risks, and chances of these developments of different sectors of the labor market. They have dealt with various strategies, tools, and examples of good practice.

Content(

- Terminology, data, and trends in demographic development
- Causes and influencing factors of demographic developments (social, cultural, individual)
- Societal and social consequences and challenges of demographic developments
- Effects of demographic changes in the world of work (labor market, work sectors, direct effects on small, medium-sized, and large companies)
- Operational instruments and strategies for coping with demographic changes (e.g., age structure analysis, ageing-appropriate or life-phase-oriented personnel policy, mixed-age teams, age(ing)-appropriate workplace design, lifelong learning and education, health promotion and prevention)

Teaching methods

Lecture (projection, whiteboard) accompanied by seminaristic lecture to deepen the contents of the lectures by reception and discussion of current research findings and concrete examples of operational tools and strategies as well as by excursions to enterprises/companies as best practice examples, if applicable.

Entry requirements

None

Types of assessment

Graded examination

Requirements for the award of credit points

Passed examination

Use of module (in other degree programs)

This elective course is open to students of other degree programs.
Weight towards final grade
3,13 %
Person in charge of module
Prof. Dr. Nele Wild-Wall
Additional information

PS_W.04 Foreign Language (Summer semester)

Code	Workload	Credits	Level of module	Frequency of offer	Duration
PS_W.04	150 h	5 CP	4th semester	Summer semester	1 semester

Courses	Teaching time	Self-study	Planned group size
	60 h / 4 SW	90 h	

Learning outcomes / Competences and qualifications profile

Students have achieved the proficiency level they had defined to be achieved in dependence on their available language skills and according to the agreement with the lecturer in charge in the beginning of the course. The improvement of the proficiency level aimed at has been defined in a learning agreement.

Each language course offered by the Language Center can be eligible for German-speaking students

Upon successful completion of this module, students have improved their communication skills in the foreign language. They have gained the competence to prepare application documents for a job abroad.

Content

See module description of the chosen language course of the Language Center.

Teaching methods

See module description of the chosen language course of the Language Center.

Entry requirements

See module description of the chosen language course of the Language Center.

Types of assessment

See module description of the chosen language course of the Language Center.

Requirements for the award of credit points

Passed examination

Use of module (in other degree programs)

Weight towards final grade

3,13 %

Person in charge of module

N.N.

Additional information

In case of completing a module „Foreign Language" during the summer semester, it must not be selected during the winter semester and vice versa.

PS_W.05 Elective Course - Occupational Safety and Health Psychology

Code	Workload	Credits	Level of module	Frequency of offer	Duration
PS_W.04	150 h	5 CP	5th semester	Winter semester	1 semester

Courses		Teaching time	Self-study		Planned group size
Lecture:	30 h / 2 SW	60 h / 4 SW	90 h		Lecture: open SL : 35 students
Seminaristic Lecture (SL):	30 h / 2 SW				

Learning outcomes / Competences and qualifications profile

Students have become acquainted with basic concepts of human experience and behavior in work processes and organizational processes relevant to health and safety. They have been enabled to make integrative connections between industrial and organizational psychological methods (e.g., human error analysis), concepts (e.g., crew resource management) and issues related to safety and occupational health psychology (e.g., error-free decision-making in stressful situations). Moreover, students have become proficient in the most important terms, models, and methods of occupational safety and health psychology and have gained the competence to apply them to concrete problems. Particularly, students have been enabled to identify risks for occupational safety and health and to develop appropriate preventions and coping strategies.

Content

- Historical development of safety and health research in the context of organizational psychology
- Neighboring disciplines: human factors, ergonomics, organizational sociology, and occupational medicine.
- Models of human error and accident causation
- Models and methods of psychological stress, strain, and stress management
- Risk perception and risk behavior
- Error analysis and incident reporting systems in aviation and operational medicine
- Aptitude assessment for high-risk workplaces
- Crew resource management training
- Work design, alarm management, and system safety
- Models and methods for diagnosing operational safety culture
- Implementation of operational safety and health management

Teaching methods

Lecture (PowerPoint) accompanied by seminaristic lecture to deepen the contents of the lectures with group exercises using analyses of case studies, roleplay, video footage, whiteboard, metaplan board, flip chart.

Entry requirements

None

Types of assessment

Graded examination

Requirements for the award of credit points
Passed examination

Use of module (in other degree programs)
This elective course is open to students of other degree programs.

Weight towards final grade
3,13%

Person in charge of module
Prof. Dr. Nicki Marquardt

Additional information

PS_W.06 Elective Course - Leadership

Code	Workload	Credits	Level of module	Frequency of offer	Duration
PS_W.05	150 h	5 CP	5th semester	Summer semester	1 semester

Courses		Teaching time	Self-study		Planned group size
Seminaristic Lecture (SL):	60 h / 4 SW	60 h / 4 SW	90 h		SL: 35 students

Learning outcomes / Competences and qualifications profile

Students have been enabled to critically reflect on their acquired professional competences with regard to leadership from the field of personnel and organizational psychology and to apply them using case studies. Aside from professional competences, they have particularly gained social and methodological competences for a future professional life as a leader or consultant/coach.

Content

- Basics of the process of leadership
- Leadership principles
- Types of structural leadership
- Leadership theories
- Leadership styles
- Motivation and participation
- Goal setting and target agreement
- Conduction of job appraisal interviews
- Leading teams
- Team diagnosis and team development
- Conflicts or bullying in teams
- Conflict moderation in teams
- Stress management and burnout
- Diversity management

Teaching methods

Input in the form of contents (PowerPoint) to prepare the analysis of case studies; presentation and discussion of the analyses in the seminar; exercises worked on individually, in pairs of two, or groups of more with and without subsequent video feedback.

Entry requirements

None

Types of assessment

Graded examination

Requirements for the award of credit points

Passed examination
Use of module (in other degree programs) This elective course is open to students of other degree programs.
Weight towards final grade 3,13 %
Person in charge of module Prof. Dr. Anja von Richthofen
Additional information

PS_W.07 Strategic Personnel and Organizational Development

Code	Workload	Credits	Level of module	Frequency of offer	Duration
PS_W.06	150 h	5 CP	5th semester	Summer semester	1 semester

Courses		Teaching time	Self-study		Planned group size
Lecture:	30 h / 2 SW	60 h / 4 SW	90 h		Lecture: open SL : 35 students
Seminaristic Lecture (SL):	30 h / 2 SW				

Learning outcomes / Competences and qualifications profile

Students have learned how to develop and implement business strategies and how to successfully watch them using controlling tools and monitoring of key data. Methods for shaping the future have been combined with the processing and monitoring of key data. It has been illustrated that strategic personnel development corroborate the potential of a future-oriented corporate governance. Students have gained competences in the fields of developing strategies, human resource planning, development of programs, and conceptual coordination of organizational development processes.

Content

- Employee survey
- Human resource planning concepts
- Personnel development concepts
- Strategic organizational development
- Controlling and monitoring of strategy processes
- Methods of strategic planning
- Strategic leadership
- Target groups of strategic personnel development
- Skill and competence management systems
- Job appraisal interviews
- Strategic use of employee suggestion schemes

Teaching methods

Lecture accompanied by group exercises to deepen the contents of the lectures. The module is designed in a seminaristic way using sketches on blackboards and projection.

Entry requirements

None

Types of assessment

Graded examination

Requirements for the award of credit points
Passed examination

Use of module (in other degree programs)
This elective course is open to students of other degree programs.

Weight towards final grade
3,13 %

Person in charge of module
Prof. Dr. Georg Hauck

Additional information

PS_W.08 Foreign Language (Winter semester)

Code	Workload	Credits	Level of module	Frequency of offer	Duration
PS_W.08	150 h	5 CP	5th semester	Winter semester	1 semester

Courses	Teaching time	Self-study	Planned group size
	60 h / 4 SW	90 h	

Learning outcomes / Competences and qualifications profile

Students have achieved the proficiency level they had defined to be achieved in dependence on their available language skills and according to the agreement with the lecturer in charge in the beginning of the course. The improvement of the proficiency level aimed at has been defined in a learning agreement.

Each language course offered by the Language Center can be eligible for German-speaking students

Upon successful completion of this module, students have improved their communication skills in the foreign language. They have gained the competence to prepare application documents for a job abroad.

Content

See module description of the chosen language course of the Language Center.

Teaching methods

See module description of the chosen language course of the Language Center.

Entry requirements

See module description of the chosen language course of the Language Center.

Types of assessment

See module description of the chosen language course of the Language Center.

Requirements for the award of credit points

Passed examination

Use of module (in other degree programs)

Weight towards final grade

3,13 %

Person in charge of module

N.N.

Additional information

In case of completing a module „Foreign Language" during the summer semester, it must not be selected during the winter semester and vice versa.