

**LABOR, ORGANIZATIONAL AND TRANSPORT PSYCHOLOGY  
MASTER PROGRAM**

**EDUCATIONAL PLAN**

Valid starting with the academic year 2022-2023

Faculty:	Sociology and Psychology Faculty
University study cycle:	Master's
Master's university study program name:	Labor, organizational and transport psychology
Name of the qualification <sup>1</sup> acquired following graduating the study program:	Master in labor, organizational and transport psychology
Study duration (years):	2
Education form <sup>2</sup> :	Full-time education (IF)
Teaching language:	Romanian
Geographic location of conducting the studies:	Timisoara, Romania
Study program classification within the science field framework	
Fundamental field:	Social sciences
Science branch:	Psychology and behavioral sciences
Master's university study field:	Psychology
Wide study field name (according to DL-ISCED F-2013):	03 – Social sciences, journalism and information
Restricted study field name (according to DR-ISCED F-2013):	031 – Social and behavioral sciences
Detailed study field name (according to DDS-ISCED F-2013):	0313 – Psychology

<sup>1</sup> Qualification is the formal outcome of an assessment and validation process, which is obtained when a competent body/authority determines that a person has achieved learning outcomes corresponding to pre-established standards. Qualifications acquired by graduates of higher education study programmes are attested by diplomas, certificates and other academic documents issued only by accredited higher education institutions.

<sup>2</sup> Full-time education (IF) or part-time education (IFR).

## GENERAL UNIVERSITY STUDY PROGRAM INTRODUCTION

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#### 1. Study program mission

The offered Master's degree program called Master in Labor, Organizational and Transport Psychology (PMOT) aims to meet the most demanding national and international academic evaluation standards, to be comparable with the academic offerings and scientific research offered in other national and international university centers.

Consequently, the objectives of the Master's Degree in Labor, Organizational and Transport Psychology are:

1. To train future specialists in psychology, particularly in the fields of labor, organizational and transport psychology at the level required by current and future developments in society;
2. To train psychologists with competences in labor, organizational and transport psychology by integrating scientific research activity, in line with the needs of society and current trends in the field;
3. To train psychologists in the specific field of specialization on the basis of a curriculum and the promotion of an education comparable to similar ones in European countries by establishing and developing national and international partnerships with higher education and research institutions, potential employers and beneficiaries;
4. Promoting a culture of quality in all areas of activity (teaching, scientific research and institutional development) by making optimal use of the human resources available to the Department of Psychology. Quality culture implies professionalism, competence, positive competitive climate, decision-making transparency, effective professional communication, ethical behavior, solidarity of individual and collective responsibility.

The curriculum of the Master's degree in Labor, Organizational and Transport Psychology (PMOT) is designed in accordance with the educational requirements identified on the labor market, being explicitly highlighted the correspondences with the requirements of the Romanian College of Psychologists (CPR), which confers the right of free practice in the field of psychology and with the mission of DES/FSP/UVT. The name of the Master's degree program has a direct correspondence to the labor market (e.g. organizational psychologist, transport psychologist, etc.).

The Master's degree program offers opportunities for further studies in the doctoral cycle, in the Doctoral School of Psychology (with the field of Psychology) and in postgraduate programs in related specializations.

The objectives and skills profile developed in line with the needs identified in the labor market and the national qualifications framework are summarized below and detailed in the subject sheets of the curriculum.

Thus, the Master's degree program in Labor, Organizational and Transport Psychology is designed to ensure:

- the right combination of specialists from academia (with practical experience, national/international scientific visibility) and practitioners (with experience in multinational organizations/psychological offices);
- the focus on developing the competences provided by the Romanian College of Psychologists for the specialties: labor and organizational psychology, applied psychology in services and applied psychology in transport;
- is endorsed by the Romanian College of Psychologists;
- access to psychological offices to carry out specialized practice in the field of labor psychology, services and transport psychology;

- training of expertise in the field of human resources and the possibility to carry out internships in multinational companies and the possibility to get involved in volunteer programs;
- introduction to organizational consultancy, focusing on organizational diagnosis and specific interventions;
- focus on research and standards of good practice, promoting the “scientist-practitioner” principle;
- development of transversal competences designed to provide competitive advantages on the labor market (e.g. use of Web 2.0 technology, human capital management, etc.).

The objectives and skills profile developed in line with the needs identified in the labor market and the national qualifications framework are summarized below and detailed in the subject sheets of the curriculum.

General study program objective

Through the Master's studies in Labor, Organizational and Transport Psychology we aim to meet the requirements of ARACIS and the Romanian College of Psychologists in the field of labor, organizational and transport psychology.

## 2. Competences and expected learning outcomes within the study program

### A. COMPETENCES<sup>3</sup>

Key-competences<sup>4</sup>:

- Personal, social and learning to learn skills (the ability to reflect on oneself, manage time and information effectively, work constructively in teams, maintain resilience and manage one's own learning and career).
- Digital skills (confident, critical and responsible use of digital technologies and their use for learning, at work, and for participation in society).
- Entrepreneurial skills (the ability to act on opportunities and ideas and turn them into value for others. They are based on creativity, critical thinking and problem solving, taking initiative and perseverance, and the ability to work collaboratively to plan and manage projects that have cultural, social or financial value).
- Citizenship skills (the ability to act as responsible citizens and to participate fully in civic and social life, based on an understanding of social, economic, legal and political concepts and structures, as well as global developments and sustainability).

C1. Working with fundamental concepts in the field of labor, organizational and transport psychology;

C2. Design and conduct research in labor, organizational and transport psychology;

C3. Critical evaluation of problematic situations and possible solutions in labor, organizational and transport psychology;

C4. Psychological assessment of the individual, group and organization;

C5. Design and implementation of psychological interventions;

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<sup>3</sup> Competence is the demonstrated ability to select, combine and make appropriate use of personal, social and/or methodological knowledge, skills and abilities, and other acquisitions of values and attitudes, for the successful handling of a given category of work or learning situations and for effective and efficient professional or personal development.

<sup>4</sup> Key competences for lifelong learning are those competences that all citizens need for personal fulfilment and development, employment, social inclusion and active citizenship, and are developed in the perspective of lifelong learning, from early childhood and throughout adult life, through formal, non-formal and informal learning.

C6. Interpersonal relations and communication specific to the field of labor, organizational and transport psychology.

Transversal competences<sup>5</sup>:

a) Personal competences:

- Awareness of the need for lifelong learning; effective use of learning resources and techniques for personal and professional development;
- Problem solving and appropriate decision making;
- Use of ICT information and communication technology.

b) Interpersonal competences:

- Responsible execution of professional tasks under conditions of restricted autonomy and qualified assistance;
- Familiarity with roles and activities specific to teamwork and distribution of tasks to subordinate levels.

c) Global citizenship competences:

- Development of initiative and entrepreneurship;
- Respect and development of professional values and ethics;
- Recognition of and respect for diversity and multiculturalism.

B. EXPECTED LEARNING OUTCOMES<sup>6</sup>

a) Knowledge<sup>7</sup> - According to the European Qualifications Framework (EQF), the learning outcomes at level 7 of qualification, corresponding to Master's degree studies, involve highly specialized knowledge and critical awareness, some of which are at the forefront of knowledge in a field of work or study, as a basis for original thinking and/or research:

C1. Working with fundamental concepts in the field of labor, organizational and transport psychology:

Graduates:

a) have the knowledge and ability to understand and describe the main concepts, paradigms and methodologies used in research in the field of labor, organizational and transport psychology;

b) have the basic knowledge and ability to develop and interpret a psychological assessment in the field of labor, organizational and transport psychology, using specific psychological terminology, methods and tools;

c) have the ability to adapt terminology and communication strategies according to the socio-professional categories targeted.

C2. Design and conduct research in labor, organizational and transport psychology:

a) Graduates are able to formulate hypotheses and operationalize key concepts to explain and interpret phenomena in the field of labor, organizational and transport psychology;

b) Graduates are able to explain and interpret phenomena and actions in the field of labor, organizational and transport psychology by applying fundamental knowledge.

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<sup>5</sup> Cross-curricular competences are value and attitudinal acquisitions that go beyond a specific field/programme of study and are expressed by the following descriptors: autonomy and responsibility, social interaction, personal and professional development.

<sup>6</sup> Learning outcomes are statements that refer to what a learner knows, understands and is able to do at the end of a learning process and are defined as knowledge, skills, responsibility and autonomy.

<sup>7</sup> Knowledge is the result of assimilating information through learning. Knowledge is the body of facts, principles, theories and practices related to a particular field of work or study. Knowledge is described as theoretical and/or factual. Knowledge is expressed through the following descriptors: knowledge, understanding and use of specific language, explanation and interpretation.

b) Skills<sup>8</sup> - According to the European Qualifications Framework (EQF), the learning outcomes at level 7 of the qualification, corresponding to Master's degree studies, involve specialist skills for problem-solving in research and/or innovation, for developing new knowledge and procedures and for integrating knowledge from different fields:

C3. Critical evaluation of problem situations and possible solutions in labor, organizational and transport psychology:

Graduates should demonstrate the ability to:

- a) analyze and interpret empirical data, critically and constructively evaluate their own research in the field of labor, organizational and transport psychology;
- b) construct and evaluate psychological indicators relevant to research in the field of labor, organizational and transport psychology;
- c) interpret and critically evaluate solutions offered by reverential theory and best practice guidelines in the field of labor, organizational and transport psychology.

C4. Psychological assessment of the individual, group and organization:

- a) Graduates should demonstrate the ability to apply the knowledge acquired to situations of medium complexity and to formulate well-argued conclusions by presenting and interpreting a psychological assessment (even with a diagnostic purpose) as a way of illustrating the rules, methods, techniques and procedures of analysis and research already known and assimilated (at the level of the individual, group and organization);
- b) Graduates should demonstrate the ability to identify key issues for psychological research and practice, starting from situations similar to those already known or encountered in the theories and case studies/examples of good practice analyzed.

C5. Design and implementation of psychological interventions:

Graduates should be able to:

- a) develop a psychological research project for diagnosis, based on the main psychological paradigms and theories learned, including the argumentation of methods, techniques, procedures and tools applied;
- b) develop and design intervention measures to solve psychological problems specific to the field of labor, organizational and transport psychology;
- c) create and manage databases of psychological variables.

C6. Interpersonal relations and communication specific to the field of labor, organizational and transport psychology:

Graduates should be able to:

- a) correctly use language and terminology specific to the field of labor, organizational and transport psychology so as to be able to communicate and interact with other people in teams focused on the achievement of common tasks and with future customers;
- b) read and discuss the contents of books, manuals, case studies, etc. in the field studied, thus demonstrating at least the ability to understand and transmit the basic elements of the content in question;

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<sup>8</sup> Skill is the ability to apply and use knowledge to accomplish tasks and solve problems. Skills are described as cognitive (involving the use of logical, intuitive and creative thinking) or practical (involving manual dexterity and the use of methods, materials, tools and instruments). Skills are expressed by the following descriptors: application, transfer and problem solving, critical and constructive reflection, creativity and innovation.

c) present arguments in front of an audience composed of people with different levels of training and education so that, through the language used, they can make themselves understood by other categories of people (customers);

d) to demonstrate teamwork skills (either through curricular activities, e.g. participation in joint projects, or through extra-curricular activities);

e) to demonstrate the assimilation of specific interpersonal techniques, empathy, interpersonal communication and role-taking skills specific to the role of PMOT psychologist.

c) Responsibility and autonomy<sup>9</sup> - According to the European Qualifications Framework (EQF), the learning outcomes related to level 7 qualifications, corresponding to Master's degree studies, involve managing and transforming work or study situations that are complex, unpredictable and require new strategic approaches, by taking responsibility for contributing to professional knowledge and practice and/or reviewing the strategic performance of teams:

- Graduates should demonstrate that:

a) they have mastered the ability to work independently to obtain information (bibliographic, case studies, theories, best practice guides, etc.) required to carry out a specific task associated with the field of labor, organizational and transport psychology;

b) have the ability to identify their own sources and resources of learning specific to the field of labor, organizational and transport psychology;

c) have the ability to reflect on the progress made in the learning process;

d) have mastered the strategies of rigorous, efficient and responsible work, punctuality and personal accountability for results, based on the principles, rules and values of the professional code of ethics.

- Graduates should demonstrate:

a) the development of skills of continuous and conscious self-monitoring of learning motivations in relation to their own professional and personal development goals;

b) the ability to make distinctions between data, information and knowledge and to apply techniques for managing them;

c) awareness of extrinsic and intrinsic motivations for lifelong learning.

3. Positions being able to be practiced within the labor market

In the field of study:

- Psychologist specializing in labor and organizational psychology (organizational psychologist) - COR 263404
- Psychologist specializing in transport psychology (transport psychologist) - COR 263405
- Psychologist specializing in applied psychology in services (service psychologist) - COR 263406

In related fields:

- Research assistant in psychology - COR 263416

#### **4. Insuring flexible learning trajectories within the study program**

The Master's degree program in Occupational, Organizational and Transport Psychology (PMOT) provides professional training both for psychologists wishing to obtain the right to practice in the specializations of the Master's degree (PMOT) and for psychologists who will work in organizations. From the second year of study onwards, students can take optional courses, which allow them to gain knowledge and to deepen their professional development in a specific area. In total there are 4 optional subjects, 2 for each direction. The subjects of Professional Supervision and Entrepreneurship for Psychologists are required for psychologists who wish to open private

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<sup>9</sup> Responsibility and autonomy means the learner's ability to apply his/her knowledge and skills autonomously and responsibly.

practices. The subjects Practice in Research and Organizational Change and Development are useful for psychologists who wish to pursue a career in the organizational field. Having this option they can be psychologists who can practice in psychology offices, or in organizations, or in research.

### **5. Professional activity and student assessment**

The rights, obligations and conditions of students' professional activity at the West University of Timisoara are regulated by the Code of Students' Rights and Obligations and the Regulation on the professional activity of undergraduate and postgraduate students, approved by the UVT Senate.

The form and methods of assessment/examination for each subject in the curriculum are set out in the subject descriptions.

### **6. Study finalization exam**

In accordance with the Regulations on the organization and conduct of the examinations for the completion of undergraduate and master's degree studies at the West University of Timisoara, approved by the UVT Senate, the examination for the completion of master's degree studies in any master's degree program organized at UVT consists of a dissertation examination, for which 10 credits are awarded.

The subjects and the bibliography corresponding to the final examinations are published on the website of each faculty and/or on the UVT website before the beginning of each academic year.

Enrolment for the final examination is subject to the student's choice of the subject of the final thesis within 60 days of the beginning of the academic year of the final year of study.

Submission of the final version of the final paper on the e-learning platform must be done at least 5 working days before the scheduled starting date of the exam.

Each graduation thesis will be accompanied, at the time of submission, by the Similarity Report resulting from the verification of the originality of the graduation thesis through a specialized software on the UVT e-learning platform.

According to the structure of the academic year, at UVT the final exams can be held in 3 sessions, usually in July, September and February.

The dissertation topics are chosen at the latest at the beginning of the second year of the Master's degree, the choice of topics being made together with the dissertation coordinator either from the coordinator's list of proposals or on the basis of the master's student's proposal. In semester 2, a specialist subject is provided to help master students in the preparation of their thesis. This is presented in sessions organized in front of a specialist committee made up of teaching staff from the PMOT Master's program, with at least the rank of university lecturer.

Period for writing the dissertation project: from the penultimate semester of studies.  
Finalization of the dissertation project: in the last semester of studies.

### **7. Training for the didactic profession (if applicable)**

Students wishing to opt for a teaching career in pre-university education must also complete the Psycho-pedagogical Training Program (complementary to this study program) in order to certify their competences for the teaching profession and obtain the Certificate of Completion of this program. At the West University of Timisoara this program is organized through the Department for the Preparation of Teaching Staff (DPPD) and can be followed in parallel with university studies or on a postgraduate basis. For more information, visit the link: <https://dppd.uvt.ro>.

**STUDIED SUBJECT LIST, BY STUDY YEAR AND SEMESTER**
**Study year I**

Academic year 2022-2023

No.	Subject	C1	C2	Subject code	Semester I				Semester II					
					Hour number/week				Credit number	Hour number/week				Credit number
					C	S	L	P		C	S	L	P	
1.	Psychology research methodology and standards	DF	DO	PM111	2	2			7					
2.	Differential diagnosis and psychology notions	DF	DO	PM112	2		1		6					
3.	Labor analysis and job description design	DF	DO	PM113	1	2			6					
4.	Labor groups and teams	DS	DO	PM114			2		4					
5.	Organizational culture and interculturalism	DS	DO	PM115	2				5					
6.	Research ethics	DC	DO	PM116	1				2					
7.	Psycho-diagnosis applied to transports	DS	DO	PM121						1		1	6	
8.	Staff selection and performance assessment	DF	DO	PM122						2	1		7	
9.	Psychologic test validation and use	DS	DO	PM123						2		1	7	
10.	Organizational behavior	DS	DO	PM124						1	2		5	
11.	Specialty practice stage. Module I	DS	DO	PM126								3	5	
<b>Total</b>					8	4	3		30	6	3	2	3	30
<b>Total weekly didactic hours</b>					15				14					
<b>Elective subjects</b>														



No	Subject	C1	C2	Subject code	Semester I				Semester II					
					Hour number/week				Credit number	Hour number/week				Credit number
					C	S	L	P		C	S	L	P	
1.	Volunteering I	DC	DFA C	PM116				1	2					
2.	Volunteering II	DC	DFA C	PM127									1	2

**Study year II**  
Academic year 2023-2024

No	Subject	C1	C2	Subject code	Semester I				Semester II					
					Hour number/week				Credit number	Hour number/week				Credit number
					C	S	L	P		C	S	L	P	
1.	Professional training and development	DS	DO	PM211	2	1			6					
2.	Organizational diagnosis and intervention	DS	DO	PM212	2	0			6					
3.	Occupational health psychology	DS	DO	PM213	1	2			6					
4.	Road and labor accident analysis	DS	DO	PM214	1	1			5					
5.	Specialty practice stage. Module II	DS	DO	PM215				3	4					
6.	Professional supervision	DS	DOP	PM216				2	3					
	Research practice			PM217										
7.	Web 2.0 technologies for organizations	DS	DO	PM221						1		2	6	
8.	Human resource management	DF	DO	PM222						1	1		5	
9.	Organization coaching and counselling	D C	DOP	PM223						1	1		5	
	Entrepreneurship for psychologists			PM224										
10.	Leadership skill development	DS	DO	PM225						2	1		7	
11.	Human capital management	D C	DO	PM226						1	1		4	
12.	Practice for the dissertation paper elaboration	DS	DO	PM227						0		2	3	
Total					6	4		5	30	6	4	2	2	30

Total weekly didactic hours					15				14							
Elective subjects																
No	Subject	C1	C2	Subject code	Semester I				Credit number	Semester II						
					Hour number/week					C	S	L	P	Hour number/week		
					C	S	L	P	C					S	L	P
1.	Volunteering III	D C	DFA C	PM21 6				1	2							
2.	Volunteering IV	D C	DFA C	PM22 7								1	2			

**Remark**

DF	fundamental subjects
DD	field subjects (if applicable)
DS	specialty subjects
DC	complimentary subjects
DO	mandatory subjects
DOP	optional subjects
DFAC	elective subjects
C	course-type didactic activity
S	seminary-type didactic activity
L	practical-laboratory-type didactic activity
P	practice-stage-type didactic activity