

M.Sc. in Work and Organisational Psychology/Behaviour

Name: Ryan Sappington

Course: M.Sc. in Work and Organizational Psychology

Year Graduated: 2013 (degree conferred January 2014)

Full-time or Part-time: FT

Motivation for starting this course

Following my undergraduate program in the States, I was fortunate to receive the opportunity to pursue postgraduate study in Ireland at the University of Limerick. As an American, I was looking for a program that would supplement my cultural education abroad, and also align with my interests in the notions of wellbeing and performance psychology.

The outstanding reputation of Kemmy Business School, and the modules offered in this course made the decision a very easy one. UL's Work and Organizational Psychology program provides students with broad, yet in-depth, exposure into the world of workplace psychology and behavior.

From my experiences across an undergrad and two postgraduate programs, the KBS faculty members are of the highest standard, in terms of their commitment to training and preparing individuals in the academic and applied aspects of this field. They are deeply invested in the academic experiences of their students, and incredibly approachable both in and outside of class. I have not experienced a more qualified and dedicated team of lecturers and mentors.

Most enjoyable aspects

Most of the modules offer a mix of lecture, class discussion, guest presenters, and readings that provide any full-time student with invaluable experience and training in this field. This variety, coupled with the individual training one receives in conducting dissertation research, offers something for every student.

The course does a fantastic job at varying the training methods and making the student experience quite multidimensional.

The faculty members in the program are second-to-none. I still keep in touch with several lecturers and they are always readily willing to help any current or former student with a question or advice.

I could not have asked for a better experience, and would recommend this course to anyone with an interest in work and organizational psychology/behavior, and even those in closely-related fields.

Most beneficial components

The rigors of the program – especially the fact that it is completed in a single year – provide an unparalleled introduction to the world of academic work, while also meeting training needs for those interested in immediately entering or reentering the workplace.

The course load is challenging in every positive sense. At times, it places students outside of their comfort zone, which is everything you can ask for from a postgraduate experience – whether you are looking to continue into academia or secure a job.

The quality of this course is outstanding. Each module provided a crucial element of the overall training.

- HR Development and the Psychological Skills Lab are two modules that offer applied skills that benefit any practitioner in Human Resources or Management Consulting. Furthermore, they are useful for any individual looking to improve competencies related to talent development, interviewing, and conflict resolution.
- The Selection and Assessment module offered hands-on experience in Job Analysis and the design of a selection method.
- The Work Design and Employee Wellbeing module provides an outstanding perspective on enhancing wellbeing and performance in the workplace.
- Other modules provide students with theoretical or applied experience in any number of essential subfields.

Almost every experience involves both individual and group work inside and outside the classroom, allowing each student to explore and improve their strengths and weaknesses in both forms of engagement.

How it helped in securing a job?

I am currently enrolled in my second master's program (in Sport Psychology), and I am one of the few students I know in my field who will graduate with training in both work/organizational and sport psychology.

The insight and experience I gained from my time in UL gave me an incredibly unique perspective into psychological processes and human behavior in a multitude of contexts.

I am also currently employed in a sport psychology department, and my training and expertise in the areas of systems theory and organizational psychology have helped set me apart as someone who can understand human experience at both the individual and organizational levels. My employer was very interested in my year at UL, and I've also had numerous professors and colleagues ask me about my training experiences in work/organizational psychology.

The course has provided exceptional training and an incredibly unique perspective for my academic and applied work.