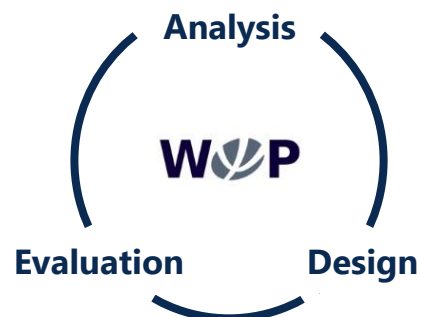


„One machine can do the work of fifty ordinary men. No machine can do the work of one extraordinary man.“

- Elbert Hubbard -

About Us:

The aim of the Chair of Work and Organizational Psychology at the Technical University Dresden is to analyze and evaluate human behavior and experience in the working environment. In collaboration with our industry partners, we develop interventions to design work and organizations in a human-oriented and efficient manner.



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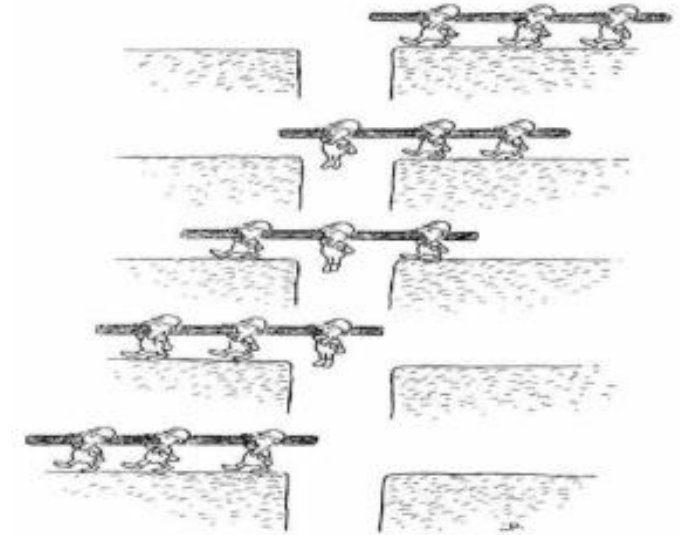
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Chair of Work and Organizational
Psychology



WOP

Visit our homepage at

www.wop-psychology.de

Work



Our interest is the effect of work on health with the term “health” being used in a broad sense encompassing individual well-being as well as personal development

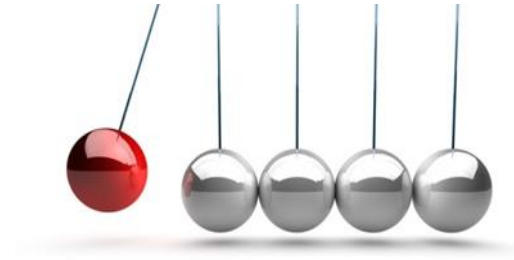
Topics:

- Occupational health and safety
- Hazard analysis
- Age-appropriate job design
- Recovery processes
- Emotion regulation
- Occupational health promotion

Goals:

- Gaining new insights into casual processes and boundary conditions of the effects of work on health
- Developing interventions to support organizations in maintaining and promoting the health of their employees
- Establishing modern and holistic hazard analysis methods

Organization



Our research is focused on the antecedents and consequences of modern leadership models and especially the detailed examination of different leadership behavior

Topics:

- Leadership and health
- Leadership in demographic change
- Ethical leadership / Shared leadership
- Management of multi-cultural teams
- Women in leadership positions
- Entrepreneurship and modern organizational development

Goals:

- Development and validation of new instruments in leadership entrepreneurship
- Improvement of existing leadership models and analysis of the interplay between different forms of leadership
- Identification of success factors and practical measures for leadership at different levels (individual, dyad, group)

Personnel



We investigate modern human resources approaches, with a focus on personnel psychology so that personnel and organizational development are closely linked

Topics:

- Competence modelling
- Competence management
- Defining job requirements
- Professional personnel selection
- Training und training design
- Coaching and mentoring

Goals:

- Development, validation and application of scientific based methods of competence evaluation and personnel selection
- Design and evaluation of training and other personnel development
- Support for aligning instruments personal strategies and organizational development strategies