

Master's degree in health-promoting organisational development

The degree programme provides in-depth specialist knowledge, skills and abilities to work independently in the field of health promotion in organisations and health-promoting organisational development. Graduates are able to use scientific methods to independently familiarise themselves with the diverse tasks of application, research or teaching-related fields of activity and to further develop methods for analysing and processing organisation-specific health problems against the background of frequently changing tasks in professional life.

Students demonstrate special skills in the areas of research and management of organisational development in order to be able to scientifically design, communicate, implement and evaluate change and design processes in organisations from a health-promoting perspective. As specialists and managers, graduates should establish health promotion in organisations on the basis of scientifically founded action and against the background of divergent interests. Graduates are able to carry out independent research projects.

Module 1: Designing change processes in organisations

After completing the module, participants will have in-depth knowledge of the fundamentals of sociological organisational theory, organisational development processes in general and health-promoting aspects in particular. They will be able to consider specific challenges in the planning and design of organisational development processes in relation to specific fields of action. They have knowledge and skills in the methodical implementation of organisational development processes in health promotion.

Module 2: Organisation and health

The module enables students to recognise health risks and health-related resources in selected settings (e.g. company) and to derive needs for action and change as well as suitable interventions. Students will be able to reflect on legal and statutory frameworks for action in the context of health-promoting organisational development processes and incorporate them into their concepts and argumentation strategies for different target groups.

Module 3: Quantitative social research

In the quantitative social research module, students learn to understand and conceptualise quantitative questions in the context of health-promoting organisational development. They are enabled to apply quantitative analysis methods and to prepare, interpret and present research results appropriately. After completing the module, students should be able to critically evaluate quantitative study designs and research results.

Module 4: Qualitative social research

In the qualitative social research module, students learn to understand and conceptualise qualitative questions in the context of health-promoting organisational development. They are enabled to apply qualitative analysis methods and to understand, interpret and present research results appropriately. After completing the module, students should be able to critically evaluate qualitative study designs and research results.

Module 5: Organisation and personnel

Students acquire knowledge of concepts, theories and approaches to personnel development and leadership in organisational development and change processes. Students learn to design concepts and programmes for personnel and management development from a health-promoting perspective and on health-related topics in adult education, and to design concepts and programmes for conflict management. In addition, they are able to critically reflect on educational programmes in organisations with regard to their implementation and effects in the organisation.

Module 6: Project

After completing the module, participants will have in-depth knowledge of project management and the project management cycle. They will be able to independently generate, scientifically

justify, implement and evaluate project plans in the field of health-promoting organisational development on the basis of health problems.

Module 7: Social framework conditions for health-promoting organisational development

The module provides knowledge for a systematic evaluation of politically and legally justified issues and programmes in relation to health-promoting organisational development and the factors influencing health equity in organisations. Students are enabled to recognise the effects of social and political developments on health equity in organisations and to develop health promotion strategies on this basis.

Module 8: Management of health-promoting organisational development

The module provides knowledge of the professional and methodological evaluation and management of health-promoting development processes in organisations, the evaluation of the internal and external effects of health-promoting organisational development and health communication. After completing the module, students will be able to design, strategically plan, methodically implement and evaluate health-promoting change processes in relation to specific fields of action. They can critically reflect on their own actions and modify them as required.

Module 9: Internship (alternatively semester abroad)

Students test the theory-based concepts and methods of health-promoting organisational development that they have learned in specific fields of application in practice or research. They critically reflect on theory-based concepts, strategies and methods of health-promoting organisational development against the background of their practical experience and learn to make an independent, theoretically sound assessment.

Module 10: Master's thesis

Students develop scientific questions independently and work on them using theoretical knowledge and empirical methods in a consistent and systematic written form. The health science, theoretical, research methodological and communicative competences already acquired are applied in new contexts.