



PROFESSIONAL REPORT THEORY AND PRACTICE INTEGRATION



Please read before start:

Since the Master programme is inspired by the scientist-practitioner model, upon completion of the student's internship they must prepare a report on the integration of research and knowledge as addressed on different courses, as well as practical contents put to practice during the professional experience. The Professional Report, also called Final Report or Integration Report, must reflect the student's efforts to integrate theory and practice taking into consideration academic inputs.

The Report is placed in block 14 within the programme's curriculum and accounts for 4 ECTS. Professors responsible for this block believe the best approach is offering students complete freedom to perform their analysis in the format that they deem appropriate in order to accomplish their objectives. Given the nature of each internship and their varied contents in each individual case it would not be easy to design a common report structure.

However, intending to ease reflection (but never directing it), we provide an open template, whose use is not mandatory, simply voluntary. Others formats are welcome too.

It is strongly encouraged to students to consider the following aspects because they will be considered in our evaluation of reports:

- Identifying potential theoretical models that might be present in the company during your internship, rather than presenting a simple description of tasks accomplished.
- Describing the employed model for any intervention, as well as used generic competences (not WOP-related)
- Understanding the motivation of the company, but without ignoring a critical vision
- Integrating the contents of both academic and professional worlds instead of simply mentioning them.
- Developing a balanced critical thinking, as well as the ability to offer original and creative arguments.

ABOUT THE COMPANY: the company (or organization) where I interned.

Interesting data about the company history and its field. Company's vision and mission, if defined. Company's main features (e.g. size), structure, etc.

What model of organizational culture was observed and what were the most interesting features? What about the internal atmosphere?

In this company, what model is used for leadership, communication, etc.?

Are there any research activities in the company? Which fields?

Other considerations.

ABOUT THE COMPANY OBJECTIVES:

How would you describe the 'creating value' chain in the company? What was the concept of efficiency and success criteria in the company?

Was the information on economic performance disseminated among employees?

How were the company objectives transmitted to employees and how were they measured? How was success rewarded?

How was the concept of 'customer' considered at the company? Were you able to contact any of them during your stage?

Other considerations.

ABOUT HR PRACTICES:

What set of professional and generic competences (not WOP-related) were stimulated within the company?

And what generic competences (such as teamwork, time management, etc.) did you have to implement during your internship?

How did the company perform their recruitment process at different employee levels and how were they trained?

Would you say the company was full of skilled employees? Was there a structured professional career model?

Describe internal relationships at the company.

Is there any psychological theory under HR processes in the company? Which one?

Other considerations.

INTEGRATION OF MASTER AND INTERNSHIP: Taking into consideration theories, models and methods of diagnosis as well as interventions addressed in the programme, and their relation your internship duties within the company

Indicate which of the Master's contents (theories and practices, experiences, stages, activities, etc.) have been particularly useful to you during your internship?

What theoretical models studied in the Master could you implement in your professional practice?

Are there any elements demanded by the internship, but not been treated in the Master?

What Master's contents do you think will not probably be useful in your professional activity?

Usefulness of other approaches, such as labour law, accountancy, etc.

Other considerations.

THE 'SCIENTIST-PRACTITIONER' MODEL:

What is your evaluation of the 'scientist-practitioner' model, in terms of acquired experiences during the professional stage?

Considerations on lessons learned about the ethical side of model during your internship.

How does the company manage demands from both sides, practitioner and scientist, of this model?

Other considerations.

OTHER INTERESTING ISSUES: Please feel free to address other interesting elements regarding the relationship between the Master's contents and your internship demands that were not mentioned before.