



TRANSLATION OF

GAZETTE

Administrative Bulletin of the Public Sector and the Foundation

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- First Amendment to the subject-specific Annex 5.6 International Joint Master of Research in Work and Organizational Psychology (Joint Degree with Maastricht University and the University of Valencia) to the Framework Examination Regulations for the Master's Programmes of the Graduate School of Leuphana University of Lüneburg
- New Announcement subject-specific Annex 5.6 International Joint Master of Research in Work and Organizational Psychology (Joint Degree with Maastricht University and the University of Valencia) to the Framework Examination Regulations for the Master's Programmes of the Graduate School of Leuphana University of Lüneburg

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First Amendment to the subject-specific Annex 5.6. International Joint Master of Research in Work and Organizational Psychology (Joint Degree with Maastricht University and the University of Valencia) to the Framework Examination Regulations for the Master's Programmes of the Graduate School of Leuphana University of Lüneburg

On 6 December 2023, the Faculty Council of the Faculty of Management and Technology adopted the following first amendment to the subject-specific Annex 5.6 International Joint Master of Research in Work and Organizational Psychology in cooperation with Maastricht University (Netherlands) and the University of Valencia (Spain) dated 15 January 2020 (Leuphana Gazette No. 38/20 dated 31 March 2020). January 2020 (Leuphana Gazette No. 38/20 of 31 March 2020) in the now valid version of the Framework Examination Regulations for the Master's programmes at the Graduate School of Leuphana University of Lüneburg of 17 September 2008 (Leuphana Gazette No. 15/08 of 06 October 2008), last amended on 19 April 2023 (Leuphana Gazette No. 49/23 of 16 June 2023). The Executive Board of Leuphana University of Lüneburg approved this amendment on 10 January 2024 in accordance with Section 44 (1) Sentence 3 and Section 37 (1) Sentence 3 No. 5b) NHG.

SECTION I

The subject-specific Annex 5.6 International Joint Master of Research in Work and Organizational Psychology to the framework examination regulations for the Master's programmes at the Graduate School of Leuphana University of Lüneburg is amended as follows:

1. The module overview is amended as follows:

4. Semester Lüneburg, Maastricht oder Valen- cia	Advanced Research Skills and Research Ethics 4 CP	Master's Thesis 26 CP				
3. Semester Valencia	Interventions in Human Re- sources 5 CP	Interventions in Work Psychology: Work Design and Work Teams 5 CP	Organizational Psychology In- terventions 5 CP	Intervention in Occupational Health Psychol- ogy 5 CP	Advanced Research Skills 6 CP	Preparing Research Project / Master's Thesis 4 CP
2. Semester <u>Lüneburg</u>	Critical Reading in Work and Organizational Psychology 10 CP		International Aspects of Hu- man Resource Management 5 CP	Work and Or- ganizational Psychology in International and Intercul- tural Contexts 5 CP	Research and Design 5 CP	Group Research Project 5 CP
1. Semester Maastricht	Introduction	Work Psychology 6 CP	Human Resources 5 CP	Organisational Psychology 6 CP	Human Performance 6 CP	Statistics and Research Methodology 7 CP

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2. The following changes have been made to the curricular description below the module overview:
- The module title "Organization and Cognition" in the first semester is replaced by the module title "Organizational Psychology.
 - The module title "Negotiations in International and Intercultural contexts" in the second semester is replaced by the module title "Work and Organizational Psychology in International and Intercultural Contexts".
 - The module titles in the third semester will be changed as follows:
 - Interventions in Human Resources
 - Interventions in Work Psychology: Work Design and Work Teams
 - Organizational Psychology Interventions
 - Intervention in Occupational Health Psychology
 - Preparing Research Project / Master's Thesis.
3. In the module table, the row of the module "Ma-WOP-3" is changed as follows:

Modul Modul	Inhalt Content	Veranstaltungsformen (Art, Anzahl, SWS) Types of taught components (type and number of courses, CH)	Modulanforderungen und Prüfungsleistung Module requirements	CP	Kommentare Comments
Arbeits- und Organisationspsychologie in internationalen und interkulturellen Kontexten (Ma-WOP-3)	In diesem Modul werden die neuesten Forschungsergebnisse in den Bereichen Arbeits- und Organisationspsychologie und Organisationsverhalten mit Schwerpunkt auf internationalen und interkulturellen Themen diskutiert. Zu den behandelten Themen gehören beispielsweise ethnische Vielfalt, Einwanderung und Rassismus am Arbeitsplatz sowie die soziale Verantwortung von Unternehmen und die Nachhaltigkeit von Organisationen.	1 Vorlesung / Seminar (2 SWS) oder 1 Seminar (2 SWS)	1 Kombinierte wissenschaftliche Arbeit oder 1 Klausur	5	i.d.R. englischsprachig
<i>Work and Organizational Psychology in International and Intercultural Contexts</i>	<i>In this course, the recent research in work and organizational psychology and organizational behavior with a focus on international and intercultural issues is discussed. Example topics that will be addressed include ethnic diversity, immigration, and racism in the workplace, as well as corporate social responsibility, and organizational sustainability.</i>	<i>1 Lecture / Seminar (2 CH) or 1 Seminar (2 CH)</i>	<i>1 combined assignment or 1 written examination</i>	5	<i>Normally in English</i>

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SECTION II

The amendment to these regulations shall enter into force after publication in the Official Gazette of Leuphana University of Lüneburg for the winter semester 2023/2024.

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New Announcement of subject-specific Annex 5.6 International Joint Master of Research in Work and Organizational Psychology (Joint Degree with Maastricht University and the University of Valencia) to the Framework Examination Regulations for the Master's Programmes of the Graduate School of Leuphana University of Lüneburg

On 6 December 2023, the Faculty Council of the Faculty of Management and Technology of Leuphana University of Lüneburg approved the first amendment to Subject-Specific Annex No. 5.6 International Joint Master of Research in Work and Organizational Psychology in cooperation with Maastricht University (Netherlands) and the University of Valencia (Spain) to the Framework Examination Regulations for the Master's programmes at the Graduate School of Leuphana University of Lüneburg of 17 September 2008 (Leuphana Gazette No. 15/08 of 06 October 2008), last amended on 19 April 2023 (Leuphana Gazette No. 49/23 of 16 June 2023). The Presidential Board approved the subject-specific annex in accordance with Section 44 (1) Sentence 3 and Section 37 (1) Sentence 3 No. 5b) NHG on 10 January 2024.

To §1 RPO, Scope of Application, Designations

The study components to be completed in Lüneburg are regulated by the framework examination regulations for the Master's programmes of the Graduate School and by the present subject-specific annex. The study components to be completed in the first semester at the University of Maastricht are regulated by the examination modalities of Maastricht University and the study components to be completed in the third semester at the University of Valencia are regulated by the examination modalities of the University of Valencia.

To § 2 RPO, Aim of the Programme, Purpose of the Examination

The programme provides an overview of the current state of work and organizational psychology and combines this with high-quality training in applied and basic research. The programme also promotes the development of skills that are indispensable for researchers who want to create organizational or social added value, e.g. skills in international cooperation and skills in identifying stakeholders outside the scientific community and successfully communicating and collaborating with them, such as policy advisors, entrepreneurs and other actors along the value chain. Entrepreneurial characteristics of future researchers, such as being proactive and able to overcome obstacles, are promoted through the action-oriented learning methodology.

Graduates acquire the following subject-related competences:

- Research design and realization of research projects,
- Development of suitable research methods and interventions,
- Data analysis,
- Scientific writing,
- Writing research proposals / raising capital,
- Dissemination and valorization of scientific knowledge and
- Innovative ability.

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In addition, graduates acquire the following interdisciplinary skills:

- Oral communication,
- Stakeholder identification and communication with them,
- Intercultural communication,
- Teamwork,
- Organizational Citizenship Behaviour,
- Planning, organization and project management skills,
- Ethical competences,
- Self-regulation and self-management and
- Training and promoting others.

To § 3 RPO, Modularisation, Study Structure and Scope, Standard Period of Study

The standard period of study is two years. The first semester must be completed at Maastricht University, the second semester at Leuphana University Lüneburg and the third semester at the University of Valencia. Depending on the topic, the Master's thesis must be completed at Leuphana University Lüneburg, at Maastricht University or at the University of Valencia. The Master's degree programme is completed when a total of 120 credit points (CP) have been earned at Maastricht University, Leuphana University of Lüneburg and the University of Valencia in accordance with this subject-specific annex. The modules provided for in Maastricht must be completed at Maastricht University, the modules provided for in Lüneburg must be completed at Leuphana University Lüneburg and the modules provided for in Valencia must be completed at the University of Valencia. The final documents (certificate, Master's certificate, Diploma Supplement, Transcript of Records) are issued by Maastricht University with the seals of all three participating universities if the required CP have been achieved at all three universities. If the required CP are not achieved in Maastricht, Lüneburg and Valencia, the Master's programme is not completed.

To § 5 RPO, Academic Degrees

Master of Science (M. Sc.); award of a joint degree from Maastricht University, Leuphana University Lüneburg and the University of Valencia.

To § 6 para. 10 RPO

The language of instruction and examination is exclusively English.

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Module overview International Joint Master of Research in Work and Organizational Psychology

4th semester Lüneburg, Maastricht or Valencia	Advanced Research Skills and Research Ethics 4 CP	Master's Thesis 26 CP				
3rd semester Valencia	Interventions in Human Resources 5 CP	Interventions in Work Psychology: Work Design and Work Teams 5 CP	Organizational Psy- chology Interven- tions 5 CP	Intervention in Oc- cupational Health Psychology 5 CP	Advanced Research Skills 6 CP	Preparing Research Project / Master's Thesis 4 CP
2nd semester Lüneburg	Critical Reading in Work and Organizational Psychology 10 CP		International Aspects of Human Resource Management 5 CP	Work and Organi- zational Psychol- ogy in International and Intercultural Contexts 5 CP	Research and Design 5 CP	Group Research Project 5 CP
1st semester Maastricht	Introduction	Work Psychology 6 CP	Human Resources 5 CP	Organizational Psy- chology 6 CP	Human Performance 6 CP	Statistics and Research Methodology 7 CP

The International Joint Master of Research in Work and Organizational Psychology (Joint Degree) comprises a total of 120 CP including the study phases to be completed at the University of Maastricht and the University of Valencia. The curriculum consists exclusively of compulsory modules and is made up as follows.

In the **first semester** at Maastricht University, students are introduced to basic methods and areas of work and organizational psychology. The following compulsory modules totalling 30 CP must be completed:

- Introduction to Problem-Based Learning,
- Work Psychology,
- Human Resources,
- Organizational Psychology,
- Human Performance,
- Statistics and Research Methodology.

In the **second semester** at Leuphana University, topics of work and organizational psychology, international personnel management and intercultural negotiations are addressed and research methods are taught. The following compulsory modules totalling 30 CP must be completed:

- Critical Reading in Work and Organizational Psychology (Ma-WOP-1)
- International Aspects of Human Resource Management (Ma-WOP-2)
- Work and Organizational Psychology in International and Intercultural Contexts (Ma-WOP-3)
- Research and Design (Ma-WOP-4)

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- Group Research Project (Ma-WOP-5).

In the **third semester** at the University of Valencia, the focus is on interventions and the scientific analysis of interventions. The following compulsory modules totalling 30 CP must be completed:

- Interventions in Human Resources,
- Interventions in Work Psychology: Work Design and Work Teams,
- Organizational Psychology Interventions,
- Intervention in Occupational Health Psychology,
- Preparing Research Project / Master's Thesis.

In the **fourth semester**, the module "Advanced Research Skills and Research Ethics" (Ma-WOP-6) worth 4 CP must be completed and the Master's thesis (Ma-WOP-7) worth 26 CP must be written.

To § 7 Study and Examination Achievements

Modules in the first year of study at Maastricht University - 1st semester

The study components to be completed in the first semester at Maastricht University are regulated by the examination regulations of Maastricht University and announced by Maastricht University.

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Table of modules in the first year of study at Leuphana University of Lüneburg - 2nd semester

Module Modules	Contents Content	Types of courses (type, number, SWS) Types of taught components (type and number of courses, CH)	Module requirements and examination performance Module requirements	CP	Comments Comments
Kritisches Lesen in der Arbeits- und Organisationspsychologie (Ma-WOP-1)	In diesem Modul werden die Studierenden alle Stufen des empirischen Forschungsprozesses durchlaufen (inklusive der Identifikation interessanter Forschungsfragen, über das Formulieren von Hypothesen, die Anwendung der passenden Methoden und Forschungsdesigns, der Durchführung der Datenerhebung, der Auswertung der erhobenen Daten und der Präsentation der Forschungsergebnisse). Durch die praktische Anwendung des theoretischen Wissens in einem eigenen Projekt werden die Studierenden ihre Forschungsfertigkeiten stärken und ausbauen.	1 Vorlesung / Seminar (4 SWS) oder 1 Seminar (4 SWS)	1 Kombinierte wissenschaftliche Arbeit oder 1 Schriftliche wissenschaftliche Arbeit ohne Aufsicht	10	i.d.R. englischsprachig
<i>Critical Reading in Work and Organizational Psychology</i>	<i>In this course, students will experience all steps of the research process from finding interesting research questions, over hypothesizing, applying research methods and designs, implementing and conducting the research project, collecting data, analyzing the data, evaluating the results and presenting the findings. By applying their theoretical skill set on their own project students will improve and extend their overall research skills.</i>	<i>1 Lecture / Seminar (4 CH) or 1 Seminar (4 CH)</i>	<i>1 combined scientific work or 1 written scientific work without supervision</i>	10	<i>Normally in English</i>

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Continuation of module table 2nd semester

Module Modules	Contents Content	Types of courses (type, number, SWS) Types of taught components (type and number of courses, CH)	Module requirements and examination performance Module requirements	CP	Comments Comments
Internationale Aspekte des Human Resource Management (Ma-WOP-2)	Dieses Modul beleuchtet die Wichtigkeit internationalen Personalmanagements, inklusive Themen der Kultur, der Vergütung und anderer (Sach-)Bezüge, internationaler Organisationen und deren Strukturen, des internationalen Entscheidungsmanagements und den juristischen Überlegungen, mit denen internationale Unternehmen konfrontiert sind. Dieses Modul wird den Studierenden helfen, Unterschiede zwischen national und international operierenden Unternehmen zu identifizieren und entsprechend zu analysieren wie Unternehmenspraktiken angepasst werden müssen, um in ausländischen Märkten erfolgreich zu sein.	1 Vorlesung / Seminar (2 SWS) oder 1 Seminar (2 SWS)	1 Kombinierte wissenschaftliche Arbeit oder 1 Schriftliche wissenschaftliche Arbeit unter Aufsicht	5	i.d.R. englischsprachig
<i>International Aspects of Human Resource Management</i>	<i>This course will be exploring the importance of international human resource management including the topics of culture, compensation and benefits, international organizations and their structures, as well as international assignment management (incl. legal and regulatory considerations for global organizations). This course will help the students to identify differences in operating a domestic versus and international business and how business practices will need to be adapted to operate successfully in foreign markets.</i>	<i>1 Lecture / Seminar (2 CH) or 1 Seminar (2 CH)</i>	<i>1 combined scientific work or 1 written scientific work under supervision</i>	5	<i>Normally in English</i>

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Continuation of module table 2nd semester

Module Modules	Contents Content	Types of courses (type, number, SWS) Types of taught compo- nents (type and number of courses, CH)	Module requirements and examination per- formance Module requirements	CP	Comments Comments
Arbeits- und Organisations- psychologie in internationa- len und interkulturellen Kon- texten (Ma-WOP-3)	In diesem Modul werden die neuesten Forschungsergebnisse in den Bereichen Arbeits- und Organisationspsychologie und Organisationsverhalten mit Schwerpunkt auf internationalen und interkulturellen Themen diskutiert. Zu den behandelten Themen gehören beispielsweise ethnische Vielfalt, Einwanderung und Rassismus am Arbeitsplatz sowie die soziale Verantwortung von Unternehmen und die Nachhaltigkeit von Organisationen.	1 Vorlesung / Seminar (2 SWS) oder 1 Seminar (2 SWS)	1 Kombinierte wissenschaftliche Arbeit oder 1 Schriftliche wissenschaftliche Arbeit unter Aufsicht	5	i.d.R. englischsprachig
<i>Work and Organizational Psychology in International and Intercultural Contexts</i>	<i>In this course, the recent research in work and organizational psychology and organizational behavior with a focus on international and intercultural issues is discussed. Example topics that will be addressed include ethnic diversity, immigration, and racism in the workplace, as well as corporate social responsibility, and organizational sustainability.</i>	<i>1 Lecture / Seminar (2 CH) or 1 Seminar (2 CH)</i>	<i>1 combined scientific work or 1 written scientific work under supervision</i>	5	<i>Normally in English</i>

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Continuation of module table 2nd semester

Module Modules	Contents Content	Types of courses (type, number, SWS) Types of taught components (type and number of courses, CH)	Module requirements and examination performance Module requirements	CP	Comments Comments
Forschung und Design (MA-WOP-4)	Das Modul ist eine Einführung in fortgeschrittene statistische Analysemethoden in der psychologischen und in der Management-Forschung. Das Modul deckt dabei quantitative und qualitative Methoden ab. Hinsichtlich qualitativer Methoden bietet das Modul eine Einführung in Interviewtechniken, Kodierung und Bewertung qualitativer Interviewdaten und in die Möglichkeiten zur Transformation qualitativer in quantitative Daten. Hinsichtlich quantitativer Methoden deckt das Modul die Themengebiete Moderation und Mediation, moderierte Mediation und medierte Moderation, sowie Mehrebenenanalysen ab. Außerdem enthält das Modul eine Einführung in die Rekrutierung von Studienteilnehmenden (z.B. über Onlinefragebögen).	1 Vorlesung / Seminar (2 SWS) oder 1 Seminar (2 SWS)	1 Kombinierte wissenschaftliche Arbeit oder 1 Schriftliche wissenschaftliche Arbeit unter Aufsicht	5	i.d.R. englischsprachig
<i>Research and Design</i>	<i>This course is an introduction into advanced statistical methods in psychological and management research. The course covers both quantitative and qualitative methods. For the qualitative research methods, the course will deal with interview techniques, coding and rating of qualitative interview data, and the transformation of qualitative data into quantitative data. For the quantitative research methods, the course will deal with mediation and moderation, moderated mediation and mediated moderation, and multi-level analyses. Based on various papers discussing or presenting sophisticated and new research designs or methodological approaches, the students will learn to understand and how to use these methods (e.g. growth models, discontinuous growth models, SEM).</i>	<i>1 Lecture / Seminar (2 CH) or 1 Seminar (2 CH)</i>	<i>1 combined scientific work or 1 written scientific work under supervision</i>	5	<i>Normally in English</i>

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Continuation of module table 2nd semester

Module Modules	Contents Content	Types of courses (type, number, SWS) Types of taught components (type and number of courses, CH)	Module requirements and examination performance Module requirements	CP	Comments Comments
Gruppenforschungsprojekt (Ma-WOP-5)	In diesem Modul werden die Studierenden alle Stufen des empirischen Forschungsprozesses durchlaufen (inklusive der Identifikation interessanter Forschungsfragen, über das Formulieren von Hypothesen, die Anwendung der passenden Methoden und Forschungsdesigns, der Durchführung der Datenerhebung, der Auswertung der erhobenen Daten und der Präsentation der Forschungsergebnisse). Durch die praktische Anwendung des theoretischen Wissens in einem eigenen Projekt werden die Studierenden ihre Forschungsfertigkeiten stärken und ausbauen.	1 Vorlesung / Seminar (2 SWS) oder 1 Seminar (2 SWS)	1 Kombinierte wissenschaftliche Arbeit oder 1 Schriftliche wissenschaftliche Arbeit unter Aufsicht	5	i.d.R. englischsprachig
<i>Group Research Project</i>	<i>In this course, the students will experience all steps of the research process from finding interesting research questions, over hypothesizing, applying research methods and designs, implementing and conducting the research project, collecting data, analyzing the data, evaluating the results and presenting the findings. By applying their theoretical skill set on their own project each group will improve and extend their overall research skills.</i>	<i>1 Lecture / Seminar (2 CH) or 1 Seminar (2 CH)</i>	<i>1 combined scientific work or 1 written scientific work under supervision</i>	5	<i>Normally in English</i>

Modules in the second year of study at the University of Valencia - 3rd semester

The study components to be completed in the third semester at the University of Valencia are regulated by the examination regulations of the University of Valencia and announced by the University of Valencia.

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Table of modules in the second year of study at Leuphana University of Lüneburg - 4th semester

Module Modules	Contents Content	Types of courses (type, number, SWS) Types of taught compo- nents (type and number of courses, CH)	Module requirements and examination per- formance Module requirements	CP	Comments Comments
Fortgeschrittene Forschungs- kompetenzen und For- schungsethik (Ma-WOP-6)	Die Forschung der meisten Studieren- den umfasst empirische Untersuchun- gen mit menschlichen Probanden. Dies- es Modul hat die Betrachtung der aus ethischer Sicht großen Herausforde- rungen zum Ziel. Gesetzliche Regelun- gen, Ethikkodizes von Forschungsein- richtungen, Fakultäten oder Universi- täten sind wichtige (und strenge) Richtlinien, die die Aufgaben von For- schern beschreiben und daher in vie- len Fällen hilfreich sind. In allen For- schungsprojekten wird es jedoch Mo- mente geben, in denen sich ethische Grund-sätze widersprechen oder in de- nen es eine Herausforderung ist, die Regeln der ethischen Forschungskodi- zes strikt einzuhalten. Darüber hinaus erfordert die Reproduzierbarkeitskrise in Wissenschaft und Praxis wie HAR- King und P-Hacking, dass sich die Stu- dierenden der Bedeutung der wissen- schaftlichen Integrität bewusst sind und wie die Forschungsgemeinschaft auf diese Herausforderungen reagiert.	1 Vorlesung / Seminar (2 SWS) oder 1 Seminar (2 SWS)	1 Kombinierte wissenschaftliche Arbeit oder 1 Schriftliche wissen- schaftliche Arbeit unter Aufsicht	4	i.d.R. englisch- sprachig E-learning- Modul
<i>Advanced Research Skills and Research Ethics</i>	<i>The research of most students in- volves empirical research with human subjects. As this is highly challenging from an ethical perspective, this course will pay attention to this more extensively. Legal regulations, ethical codes of research organisations, facul- ties or universities are important (and strict) guidelines that describe the du- ties of researchers and therefore are helpful in many cases. However, in all research projects there will be mo- ments at which ethical principles con- flict or at which it is a challenge to strictly conform to the rules of the eth- ical research codes. In addition, the reproducibility crisis in science and practices like HARKing and p-hacking require that students are aware of the importance of scientific integrity, and of how the research community is re- sponding to these challenges.</i>	<i>1 Lecture / Seminar (2 CH) or 1 Seminar (2 CH)</i>	<i>1 combined scientific work or 1 written scientific work under supervision</i>	4	<i>Normally in English E-learning mod- ule</i>

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Continuation of module table 4th semester

Module Module	Contents Content	Types of courses (type, number, SWS) Types of taught components (type and number of courses, CH)	Module requirements and examination performance Module requirements	CP	Comments Comments
Master-Arbeit (Ma-WOP-7)	Individuelle Erstellung einer wissenschaftlichen Master-Arbeit durch die Studierenden.	Keine Veranstaltung	1 Master-Arbeit 1 Mündliche Prüfung	26	i.d.R. englischsprachig
<i>Research Project/ Master's Thesis</i>	<i>Individual completion of the Master's thesis by each student.</i>	<i>None</i>	<i>1 Master's Thesis 1 oral examination</i>	26	<i>Normally in English</i>

Re § 8 RPO

The Master's thesis takes five months to complete. The scope of work is specified by the examiners. Part of the Master's thesis is an oral examination (§7 RPO) in which the candidate presents the results of their Master's thesis and responds to critical questions from the examiners. The grade for the oral examination is to be included in the overall grade of the Master's thesis with a proportion of one fifth.

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Leuphana Gazette is the follow-up publication of Uni INTERN.

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Publisher: The President of Leuphana University Lüneburg, Universitätsallee 1, 21335 Lüneburg, Germany

Editing, typesetting and distribution: Public Relations Office

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