Module Specification

Psychology of Work, Business and Organisations

Version: 2023-24, v3.0, 28 Jun 2023

Contents

Part 1: Information

Module title: Psychology of Work, Business and Organisations

Module code: USPKJS-15-3

Level: Level 6

For implementation from: 2023-24

UWE credit rating: 15

ECTS credit rating: 7.5

Faculty: Faculty of Health & Applied Sciences

Department: HAS Dept of Social Sciences

Partner institutions: None

Field: Psychology

Module type: Module

Pre-requisites: None

Excluded combinations: None

Co-requisites: None

Continuing professional development: No

Professional, statutory or regulatory body requirements: None

Part 2: Description

Overview: Not applicable

Features: Not applicable

Educational aims: See Learning Outcomes.

Outline syllabus: The content of the module may vary from year to year to take account of the expertise of staff and developments in the field. However the list below provides a summary of the potential content for this module:

What is work/business/organisational/occupation psychology?

The People at Work:

Finding and assessing talent

Developing individuals

Motivating people

Effective communication in the workplace

Group work and team work

Leadership

Personal experience of work:

Work design and managing change

Careers and career development

Stress and wellbeing

Positive psychology at work

The future of the area:

The reality of occupational psychology in the workplace and trends in the future of the field

Part 3: Teaching and learning methods

Teaching and learning methods: A variety of pedagogical approaches will be used with the aim of maximising the active engagement in the module content and developing understanding and critical analytic skills in the area of occupational psychology.

Scheduled learning: The module team will facilitate engagement and learning by holding weekly lectures/workshops. These will be sessions of three hours containing varied combination of lecture, workshop, seminar, simulation and discussion style activities. There will be an emphasis on active engagement in activities designed to explore issues in the psychology of work and organizations exploring practical

examples of issues and problems facing both people at work and occupational psychologists. All learning will be designed to facilitate critical insight into the workings of organisations and the advantages and limitations of different psychological approaches.

Independent Learning: Independent learning will form a key component of the course as students will be expected to engage with essential reading, to prepare for lectures/workshops, and to engage in independent study using appropriate academic sources (e.g. journals and other primary sources). This will also include online work such as watching lectures/videos as well as contributing to online discussions.

Technology Enhanced Learning: The university supported learning portal and virtual learning environment, will be used to support students' learning, conduct activities, organise and communicate learning materials. Students will be able to engage with the material, other students and members of staff through these systems and make use of the various functionalities built into them as appropriate and useful for the module learning. Students are also encouraged to use online resources such as the BPS Research Digest.

Module Learning outcomes: On successful completion of this module students will achieve the following learning outcomes.

MO1 Demonstrate how psychology applies to individuals at work

MO2 Demonstrate their understanding of the key areas of occupational psychology

MO3 Understand and evaluate the methods of studying and examining psychological processes in the workplace

MO4 Demonstrate their understanding of the skills and practices of Occupational Psychologists

Hours to be allocated: 150

Contact hours:

Independent study/self-guided study = 117 hours

Face-to-face learning = 33 hours

Total = 150

Reading list: The reading list for this module can be accessed at readinglists.uwe.ac.uk via the following link https://uwe.rl.talis.com/modules/uspkjs-15-3.html

Part 4: Assessment

Assessment strategy: The Assessment Strategy has been designed to support and enhance the development of both subject-based and employability skills, whilst ensuring that the modules Learning Outcomes are attained, as described below.

Assessments are designed to underpin students' learning and skills acquisition in the module and to provide for learning beyond the material delivered in the classroom.

Assessment one comprises an online exam that takes place at the end of the module. The exam has a 24 hour window for completion, but the recommended time spent is 1.5 hours. The paper comprises a selection of essay questions, from which students select one essay question to answer to demonstrate their depth of understanding of a key topic.

Assessment two consists of multiple choice questions: In order to assess breadth of understanding, there will be a series of multiple choice questions drawn from the whole module content.

Opportunities for formative assessment are embedded in the module teaching and take a variety of forms. To support the assessments, students will be given opportunities to discuss issues throughout the module to facilitate self-assessment of progress. The students will also undertake a number of applied workshops focusing on topics from occupational psychology. These sessions will involve individual and group feedback.

Assessment criteria will be made available to the students in the module guide at the start of the module.

Assessment tasks:

Online Assignment (First Sit)

Description: Weekly multiple choice questions assessing understanding of each topic.

Weighting: 15 %

Final assessment: No

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4

Examination (Online) (First Sit)

Description: Examination (24 hours)

Weighting: 85 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4

Online Assignment (Resit)

Description: Series of multiple choice questions drawn from the whole module content.

Weighting: 15 %

Final assessment: No

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4

Examination (Online) (Resit)

Description: Examination (24 hours)

Weighting: 85 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4

Part 5: Contributes towards

This module contributes towards the following programmes of study:

Psychology (Applied) [Frenchay] BSc (Hons) 2023-24

Law with Psychology [Sep][FT][Frenchay][3yrs] LLB (Hons) 2021-22

Psychology [Sep][FT][Frenchay][3yrs] BSc (Hons) 2021-22

Applied Psychology [Sep][FT][Frenchay][3yrs] BSc (Hons) 2021-22

Health Psychology [Sep][FT][Frenchay][3yrs] BSc (Hons) 2021-22

Social Psychology [Sep][FT][Frenchay][3yrs] BSc (Hons) 2021-22

Biological Psychology [Sep][FT][Frenchay][3yrs] BSc (Hons) 2021-22

Psychology and Mental Health [Sep][FT][Frenchay][3yrs] BSc (Hons) 2021-22

Criminology with Psychology [Sep][FT][Frenchay][3yrs] BSc (Hons) 2021-22

Sociology with Psychology [Sep][FT][Frenchay][3yrs] BSc (Hons) 2021-22

Psychology with Criminology [Sep][FT][Frenchay][3yrs] BSc (Hons) 2021-22

Sociology with Psychology [Sep][SW][Frenchay][4yrs] BSc (Hons) 2020-21

Law with Psychology [Sep][SW][Frenchay][4yrs] LLB (Hons) 2020-21

Criminology with Psychology {Foundation} [Sep][FT][Frenchay][4yrs] BSc (Hons)
2020-21

Criminology with Psychology [Sep][SW][Frenchay][4yrs] BSc (Hons) 2020-21

Psychology [Sep][SW][Frenchay][4yrs] BSc (Hons) 2020-21

Health Psychology [Sep][SW][Frenchay][4yrs] BSc (Hons) 2020-21

Psychology {Foundation} [Sep][FT][Frenchay][4yrs] BSc (Hons) 2020-21

Applied Psychology [Sep][SW][Frenchay][4yrs] BSc (Hons) 2020-21

Social Psychology [Sep][SW][Frenchay][4yrs] BSc (Hons) 2020-21

Biological Psychology [Sep][SW][Frenchay][4yrs] BSc (Hons) 2020-21

Psychology and Mental Health [Sep][SW][Frenchay][4yrs] BSc (Hons) 2020-21

Sociology with Psychology {Foundation} [Sep][FT][Frenchay][4yrs] BSc (Hons) 2020-21

Psychology with Criminology [Sep][SW][Frenchay][4yrs] BSc (Hons) 2020-21

Psychology with Criminology {Foundation} [Sep][FT][Frenchay][4yrs] BSc (Hons) 2020-21

Criminology with Psychology {Foundation} [Sep][SW][Frenchay][5yrs] BSc (Hons) 2019-20

Sociology with Psychology {Foundation} [Sep][SW][Frenchay][5yrs] BSc (Hons) 2019-20

Psychology [Sep][PT][Frenchay][6yrs] BSc (Hons) 2019-20

Psychology {Foundation} [Sep][SW][Frenchay][5yrs] BSc (Hons) 2019-20

Psychology with Criminology [Sep][PT][Frenchay][6yrs] BSc (Hons) 2019-20

Psychology with Criminology {Foundation} [Sep][SW][Frenchay][5yrs] BSc (Hons) 2019-20

Sociology with Psychology [Sep][PT][Frenchay][6yrs] BSc (Hons) 2018-19

Psychology with Criminology [Sep][PT][Frenchay][6yrs] BSc (Hons) 2018-19

Psychology with Sociology [Sep][PT][Frenchay][6yrs] - Withdrawn BSc (Hons) 2018-19

Psychology [Sep][PT][Frenchay][6yrs] BSc (Hons) 2018-19

Criminology with Psychology [Sep][PT][Frenchay][6yrs] BSc (Hons) 2018-19

Applied Psychology [Sep][PT][Frenchay][6yrs] BSc (Hons) 2018-19