



## **Module Specification**

### Psychology of Work

Version: 2024-25, v4.0, 09 Dec 2023

#### **Contents**

<b>Module Specification .....</b>	<b>1</b>
<b>Part 1: Information .....</b>	<b>2</b>
<b>Part 2: Description .....</b>	<b>2</b>
<b>Part 3: Teaching and learning methods .....</b>	<b>3</b>
<b>Part 4: Assessment.....</b>	<b>5</b>
<b>Part 5: Contributes towards .....</b>	<b>6</b>

## Part 1: Information

**Module title:** Psychology of Work

**Module code:** USPKJS-15-3

**Level:** Level 6

**For implementation from:** 2024-25

**UWE credit rating:** 15

**ECTS credit rating:** 7.5

**College:** College of Health, Science & Society

**School:** CHSS School 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:** This module focuses on people and their behaviours in the workplace. Within the Psychology of Work module, we explore positive aspects of working life, such as meaning and purpose, as well as some of the issues that can occur, such as occupational stress. Experiential learning is encouraged by utilising interactive activities to explore the principles of work psychology, with an emphasis on evidence-based practice. This module is useful as a pathway to those interested in becoming an occupational or business psychologist as well as those preparing to

enter the world of work, as an understanding of teams and leadership, for example, can be useful for all graduates.

**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/occupational psychology?

- The People at Work:

Selecting and assessing people for work

Developing and training individuals

Motivating and engaging people at work

Group working and team working

Leadership

- Personal experiences of work:

Work design and managing change

Careers and career development

Stress and wellbeing

Positive psychology at work

### **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).

**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.

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

**MO1** Explain and critically evaluate key findings in work psychology research

**MO2** Demonstrate and critically appreciate the value of different approaches to the practice of work psychology

**MO3** Utilise an evidence-based practice approach to problem-solve workplace issue(s)

**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](https://uwe.rl.talis.com/modules/uspjks-15-3.html) via the following link <https://uwe.rl.talis.com/modules/uspjks-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.

The assessment comprises of a portfolio submission, which will not exceed 2000 words or equivalent and will comprise of no more than two separate tasks. The portfolio requires insight into personal development and growth as well as a formal piece around using an evidence-based approach to problem solve an organisational issue.

Opportunities for formative assessment are embedded in the module teaching and take a variety of forms. To support the assessment, 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:**

#### **Portfolio (First Sit)**

Description: Portfolio (2000 words or equivalent) focusing on a workplace issue and personal development.

Weighting: 100 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3

### **Portfolio (Resit)**

Description: Portfolio (2000 words or equivalent) focusing on a workplace issue and personal development.

Weighting: 100 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3

## **Part 5: Contributes towards**

This module contributes towards the following programmes of study:

Psychology (Applied) [Frenchay] BSc (Hons) 2024-25

Psychology with Criminology [Frenchay] BSc (Hons) 2022-23

Sociology with Psychology [Frenchay] BSc (Hons) 2022-23

Criminology with Psychology [Frenchay] BSc (Hons) 2022-23

Law with Psychology [Sep][FT][Frenchay][3yrs] - Withdrawn LLB (Hons) 2022-23

Applied Psychology [Sep][FT][Frenchay][3yrs] BSc (Hons) 2022-23

Health Psychology [Sep][FT][Frenchay][3yrs] BSc (Hons) 2022-23

Social Psychology [Sep][FT][Frenchay][3yrs] BSc (Hons) 2022-23

Biological Psychology [Sep][FT][Frenchay][3yrs] BSc (Hons) 2022-23

Psychology and Mental Health [Sep][FT][Frenchay][3yrs] BSc (Hons) 2022-23

Psychology [Frenchay] BSc (Hons) 2022-23

Applied Psychology [Frenchay] BSc (Hons) 2022-23

Sociology with Psychology [Sep][SW][Frenchay][4yrs] BSc (Hons) 2021-22

Law with Psychology [Sep][SW][Frenchay][4yrs] LLB (Hons) 2021-22

Criminology with Psychology {Foundation} [Sep][FT][Frenchay][4yrs] BSc (Hons)  
2021-22

Criminology with Psychology [Sep][SW][Frenchay][4yrs] BSc (Hons) 2021-22

Psychology [Sep][SW][Frenchay][4yrs] BSc (Hons) 2021-22

Applied Psychology [Sep][SW][Frenchay][4yrs] BSc (Hons) 2021-22

Psychology {Foundation} [Sep][FT][Frenchay][4yrs] BSc (Hons) 2021-22

Health Psychology [Sep][SW][Frenchay][4yrs] BSc (Hons) 2021-22

Biological Psychology [Sep][SW][Frenchay][4yrs] BSc (Hons) 2021-22

Social Psychology [Sep][SW][Frenchay][4yrs] BSc (Hons) 2021-22

Psychology and Mental Health [Sep][SW][Frenchay][4yrs] BSc (Hons) 2021-22

Sociology with Psychology {Foundation} [Sep][FT][Frenchay][4yrs] BSc (Hons) 2021-  
22

Psychology with Criminology [Sep][SW][Frenchay][4yrs] BSc (Hons) 2021-22

Psychology with Criminology {Foundation} [Sep][FT][Frenchay][4yrs] BSc (Hons)  
2021-22

Criminology with Psychology {Foundation} [Sep][SW][Frenchay][5yrs] BSc (Hons)  
2020-21

Sociology with Psychology {Foundation} [Sep][SW][Frenchay][5yrs] BSc (Hons)  
2020-21

Psychology {Foundation} [Sep][SW][Frenchay][5yrs] BSc (Hons) 2020-21

Psychology [Sep][PT][Frenchay][6yrs] BSc (Hons) 2020-21

Psychology with Criminology [Sep][PT][Frenchay][6yrs] BSc (Hons) 2020-21

Psychology with Criminology {Foundation} [Sep][SW][Frenchay][5yrs] BSc (Hons)  
2020-21

Applied Psychology [Sep][PT][Frenchay][6yrs] BSc (Hons) 2020-21

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

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

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

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

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

Psychology with Criminology {Foundation} [Sep][PT][Frenchay][8yrs] BSc (Hons)  
2018-19

Psychology with Sociology {Foundation} [Sep][PT][Frenchay][8yrs] - Withdrawn BSc  
(Hons) 2018-19

Psychology {Foundation} [Sep][PT][Frenchay][8yrs] BSc (Hons) 2018-19