



Module Specification

Business Psychology Essentials

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Part 1: Information

Module title: Business Psychology Essentials

Module code: USPJMM-30-M

Level: Level 7

For implementation from: 2023-24

UWE credit rating: 30

ECTS credit rating: 15

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: Yes

Professional, statutory or regulatory body requirements: None

Part 2: Description

Overview: This module introduces the key areas of business psychology outlining some of the fundamental approaches taken, their historical development and practice today. The module is organised around two themes. 1) History and Perspectives provides an overview of the development of business psychology as well as some of the psychological approaches taken to current business issue, 2) Science in practice outlines how our scientific understanding can be applied in

organisations. This module also provides key practitioner skills such as the use of both Evidence Based Practice and the Consultancy Cycle.

Features: Not applicable

Educational aims: This module aims to blend theory with practice and prepare students for work as a business psychologist by understanding more about the key elements of psychological theory relevant to the practice of business psychology.

Outline syllabus: This module will typically include the following content.

Areas covering history and perspectives, such as:

Early approaches in work psychology

Recent approaches to work psychology

Perspectives and approaches to psychology in organisations

Organisational structures, systems and complexity

Issues in organisational science

Individual differences at work

Understanding teams

Organisational design

Organisational Values and Culture

Future of work psychology

Areas covering science in practice, such as:

Science Practitioner Model

Consultancy Cycle

Working with Clients

Evidence Based Practice

Decision making at work

Behaviour change

Engagement & Motivation

Culture and psychological safety

Communication and relationships at work

Creativity & Innovation

Diversity & Inclusion

Values and Ethics in Business Psychology

Part 3: Teaching and learning methods

Teaching and learning methods: Students will be expected to allocate time to the topic sessions – these will be via online delivery and workshops. They will also be expected to engage in further reading and group based online discussions as well as independent study.

Scheduled learning: includes online lectures, and core reading and scheduled discussions and face to face workshops.

Independent Learning: includes hours engaged with additional reading and asynchronous online discussions as well as assignment preparation and completion.

Virtual Learning: This module will be supported by a range of online learning environments, such as Blackboard where a wide range of course materials will be available. Students will be expected to access and engage with these materials throughout the module. Discussion boards will be enabled for student use and facilitated/moderated by the module leader.

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

MO1 Critically evaluate the relationship between the science and practice of business psychology.

MO2 Evaluate how theory and research can be applied to a business issue, including the legal and ethical issues.

MO3 Critically evaluate the history of business psychology including approaches, assumptions and applications.

MO4 Communicate with clarity the ideas around business psychology to a diverse audience.

Hours to be allocated: 300

Contact hours:

Independent study/self-guided study = 72 hours

Face-to-face learning = 228 hours

Total = 300

Reading list: The reading list for this module can be accessed at [readinglists.uwe.ac.uk](https://rl.talis.com/3/uwe/lists/491631CC-758A-148A-0728-7EE3873B9CFD.html) via the following link <https://rl.talis.com/3/uwe/lists/491631CC-758A-148A-0728-7EE3873B9CFD.html>

Part 4: Assessment

Assessment strategy: The assessments on this module are focused on demonstrating a critical understanding of the core areas of business psychology and evaluating key knowledge in this field. Opportunities to reflect on the key theories and evidence in terms of formative feedback will take place throughout the module workshops.

The exam will evaluate the students knowledge and critical appreciation of key areas of the module content through a 1 hour unseen online exam.

The portfolio will focus on assessing the students skills in applying the key theories, evidence and in particular the approaches, such as consultancy cycle and evidence based practice, to a particular organisation. Formative feedback on these approaches will be covered through workshop activities, as well as group discussions both online and face to face.

The portfolio includes a 1500 word written case study and 15 minute video presentation oriented towards the organisation on the findings and implications. The portfolio will require students to work through the process consultancy cycle identifying an issue or challenge faced by an organisation (using an evidence based practice approach) and outline how the academic research might inform this challenge (using a science practitioner approach). They should also outline their suggested areas for development. They should also include practical, legal and ethical implications of the case study work. The case study will not require the

student to work with an organisation on the topic but to work through a specific issue relevant to an organisation.

The resit will be the same as the main sit.

Assessment tasks:

Examination (Online) (First Sit)

Description: Unseen online exam (1 hour).

Weighting: 25 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3

Portfolio (First Sit)

Description: Portfolio

Weighting: 75 %

Final assessment: No

Group work: No

Learning outcomes tested: MO1, MO2, MO4

Examination (Online) (Resit)

Description: Unseen online Exam (1 hour).

Weighting: 25 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3

Portfolio (Resit)

Description: Portfolio

Weighting: 75 %

Final assessment: No

Group work: No

Learning outcomes tested: MO1, MO2, MO4

Part 5: Contributes towards

This module contributes towards the following programmes of study:

Business Psychology [Frenchay] MSc 2023-24

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