**Module Specification**

# Work & Organisational Design

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## Contents

# Part 1: Information

**Module title:** Work & Organisational Design

**Module code:** USPJS9-15-M

**Level:** Level 7

**For implementation from:** 2025-26

**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:**

**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 seeks to widen out the perspective and context of business and organisational psychology to take into account not only business perspectives on organizations but also the impact of globalisation. It will range over the analysis and design of working environments (technical, physical, information and social aspects) through to organisational change and development strategies. It will provide an opportunity for students to explore a range of design solutions from individual behaviour change, selection, work environment design (physical and information),

training, organisational learning, policies and procedure design. It offers the opportunity for students to critically engage with more contemporary themes such as globalisation, technology and sustainability.

This 15 credit module focuses on the design of businesses and organisations, focusing on the system context and practical applications of the discipline's evidence base.

**Features:** This module is run as part of the Business and Organisational Psychology MSc. It can alternatively be run as a standalone CPD module. It is designed for blended learning delivery.

**Educational aims:** Students will be expected to critically evaluate the psychological theory and evidence base for diagnosing problems and identifying relevant interventions, including how these might be implemented and evaluated in practice.

**Outline syllabus:** The module will typically include the following content:

Work and organisations as technical and social Systems

Organisational structures

Organisational climate and culture

Organisational design and environments

Person-environment fit - technical, physical, information & social environment

Work and task analysis and design

Organisational change and development

Measuring organisational success - e.g. performance, safety, & employee wellbeing

Errors, accidents, risk and safety

The future of work and organisations - challenges and opportunities

## Part 3: Teaching and learning methods

**Teaching and learning methods:** Students will typically have scheduled online sessions, supported by additional self-directed study. In addition, they will have face-to-face workshop activities to support the online sessions and additional study. Students will be expected to attend scheduled timetabled sessions. They will also be

expected to engage in further reading and group based discussions as well as independent study.

Scheduled learning: includes online lectures, and core reading. There will also be face to face workshops and scheduled group discussions. Independent learning: includes hours engaged with core reading and 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.

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

**MO1** Understand the perspective and context of business and organisational psychology.

**MO2** Critically evaluate the theories around organisational design and interventions.

**MO3** Understand work analysis and design concepts in the context of diagnosing problems in organisations as systems.

**MO4** Understand the impact of the different aspects of work environments on employees.

**Hours to be allocated:** 150

**Contact hours:**

Independent study/self-guided study = 114 hours

Face-to-face learning = 36 hours

Total = 0

**Reading list:** The reading list for this module can be accessed at readinglists.uwe.ac.uk via the following link https://rl.talis.com/3/uwe/lists/6FCC23F7-A061-5E37-BB22-19F35E28ED66.html?lang=en-GB&login=1

# Part 4: Assessment

**Assessment strategy:** Case study report or presentation:

An organisational case study will be provided or chosen by the student. The case study will be analysed using one perspective selected from topics introduced during the module. An organisational change/design case study will be formulated based on a single design interventions. Students will have to decide on the design and models to utilise from their knowledge of module topics. They will need to think through aspects of the technical, physical, informational and social environments.

They will then provide either a presentation at the end of the case study review and marked on their approach taken, or provide output in the form of a written report. The presentation will be provided as a narrated set of slides or other visual aids. This assessment is designed to evaluate students' key transferrable skills, in terms of analysis of organizational based information and evaluation from a psychological perspective. Furthermore, the assessment has been designed to emulate key consultancy skills within this domain.

**Assessment tasks:**

**Case Study** (First Sit)
Description: Case study report or presentation:
Weighting: 100 %
Final assessment: Yes
Group work: No
Learning outcomes tested: MO1, MO2, MO3, MO4

**Case Study** (Resit)
Description: The same Assessment Guidance will be relevant to the resit of this assessment but the student will have to select a different focus topic.

Case study report or presentation.

Weighting: 100 %

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:

Business and Organisational Psychology [Frenchay] MSc 2025-26

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