Module Specification

Professional Practice

Version: 2026-27, v3.0, Approved

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Part 1: Information

Module title: Professional Practice

Module code: USPJSA-45-M

Level: Level 7

For implementation from: 2026-27

UWE credit rating: 45

ECTS credit rating: 22.5

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 development of personal and professional skills within business and organisational psychology.
The module encourages critical engagement and application of psychological assessment techniques in the work place, as a lens for employability. This module supports reflective practice and offers specific tools and techniques for adopting evidence based approaches in organisational contexts.

Features: This module is run as part of the Business and Organisational Psychology MSc.
Part of the module is aligned to the BPS test user ability and personality qualification. Registering for the test user qualification is an optional extra component that may incur additional fees.

Educational aims: The module includes understanding current theories and applications regarding best practice of psychological assessment. Students will be encouraged to develop and apply understanding of psychological assessment to developing their own employability skills.
A range of techniques such as evidence based practice, consultancy models, ethical codes and reflective practice will be covered for students to apply to a work-based learning project.

Outline syllabus: The module will typically cover the following content:

Psychometric test theory
Ability testing
Personality testing
Selection and assessment design
Ethical, legal and professional practice
Evidence based practice
Scientist practitioner model
Reflective practice
Consultancy cycle
Action learning
Project management
Science communication

Part 3: Teaching and learning methods

Teaching and learning methods: 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. Students will also be

required to complete a work based learning placement.

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

Work based learning placement (60 hours): Students will be supported by the module team to organise and plan their workplace experience as well as engage in obtaining the actual workplace experience to reflect on. The experience can be paid or voluntary.

Independent learning: includes hours engaged with additional reading, and maintaining a reflective diary as well as assignment preparation and completion.

Virtual Learning: This module will be supported by online learning environments, such as Blackboard and Teams, where a wide range of course materials will be available. Students will be expected to access and engage with these materials throughout the module.

Students will have online sessions, supported by additional group-based discussions and self-directed study. In addition, they will have face-to-face workshops to engage in activities to support the online sessions and additional study.

Students will have access to UWE Careers resources to support their learning on this module (such as access to work and volunteering advertisements and practice recruitment and selection activities).

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

MO1 Understand the theory and development of psychometric tests as they are used in occupational settings.

MO2 Critically appraise the strengths and weakness of different assessment methods including consideration of reliability, validity, diversity, fairness and ethical practice.

MO3 Understand how different assessment methods can be applied to practical contexts, with consideration of the organisational context.

MO4 Interpret and provide feedback from test scores.

MO5 Demonstrate and reflect awareness of own strengths and development needs in relation to skills and competencies in business and organisational psychology.

MO6 Relate psychological theory, concepts and research findings to their specific work experience or task.

MO7 Demonstrate an understanding of ways of working in business and organisational psychology (evidence based practice, consultancy cycle, BPS and HCPC code of conduct and ethical practice) and apply these to their own work experience or task.

Hours to be allocated: 450

Contact hours:

Independent study/self-guided study = 282 hours

Placement = 60 hours

Staff-guided learning = 108 hours

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/index.html

Part 4: Assessment

Assessment strategy: Three tasks of summative assessment are used. The 'Test Theory' and 'Test Feedback' assessment are aligned with Test User Qualification requirements. There will also be opportunity for formative assessment during module workshops and group discussions.

Online Assignment: Test theory
This task involves a series of multiple choice questions (MCQ) designed to assess understanding of psychometric test theory including reliability, validity and fairness in

test use, as well as how assessments can be applied in differing occupational settings.

Practical Skills Assessment: Test feedback
This assessment task requires students to provide feedback to a candidate based on their test scores on a specific psychometric measures. Students will be required to analyse and evaluate the results of specific psychometric tests and provide feedback based on these results. This assessment demonstrates the student's ability to analyse, interpret and understand what psychometric assessments demonstrate as well as the ethics and competencies involved in candidate feedback.

Portfolio: This assessment has been chosen because it is the appropriate format for work involving the description and analysis of subjective experience and for self-assessment of strengths and understanding. The reflective portfolio will require students to draw on approaches such as consultancy cycle and evidence based practice to guide them through observations and applications of research and theory in a workplace setting.

Assessment tasks:

Online Assignment (First Sit)
Description: Multiple choice questions assessing understanding of each topic.
Weighting: 20 %
Final assessment: No
Group work: No
Learning outcomes tested: MO1, MO2, MO3

Practical Skills Assessment (First Sit)
Description: Test Feedback
Weighting: 20 %
Final assessment: No
Group work: No
Learning outcomes tested: MO4

Portfolio (First Sit)
Description: Reflective Portfolio
Weighting: 60 %
Final assessment: Yes
Group work: No
Learning outcomes tested: MO5, MO6, MO7

Online Assignment (Resit)
Description: Multiple choice questions assessing understanding of each topic.
Weighting: 20 %
Final assessment: No
Group work: No
Learning outcomes tested: MO1, MO2, MO3

Practical Skills Assessment (Resit)
Description: Test Feedback
Weighting: 20 %
Final assessment: No
Group work: No
Learning outcomes tested: MO4

Portfolio (Resit)
Description: Reflective portfolio
Weighting: 60 %
Final assessment: Yes
Group work: No
Learning outcomes tested: MO5, MO6, MO7

Part 5: Contributes towards

This module contributes towards the following programmes of study:

Business and Organisational Psychology [Frenchay] MSc 2025-26