



Module Specification

Leadership, Engagement and Motivation

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Part 1: Information

Module title: Leadership, Engagement and Motivation

Module code: USPK7U-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: 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 focuses on the engaged employee. It examines theories of work motivation/engagement and leadership and their relationship with performance.

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: The module covers concepts of motivation and engagement from an individual level (the engaged employee), a team perspective (engaged/motivated and high performing teams) as well as a leadership perspective (power and influence and their impact on employee engagement, commitment and perceptions of fairness). The module will also include broader cultural and environmental aspects of organisations and their influence on engagement. Students will gain an understanding of both positive (e.g. organisational citizenship) and negative (e.g. burnout) responses to work.

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

What is engagement at work and the similarities and differences between the constructs of motivation and engagement.

The individual factors that lead to engagement and motivation at work, such as personality and mindset.

The ways in which teams promote engagement.

Leadership theories in psychology.

Leadership emergence and leadership effectiveness.

The organizational factors involved in work engagement.

How performance and engagement can be measured, evaluated and managed.

The nature and extent of the link between engagement and performance.

The ways in which engagement can be applied in workplace settings.

Part 3: Teaching and learning methods

Teaching and learning methods: The module includes scheduled timetabled sessions, engagement in further reading and group based discussions as well as independent study. There will be approximately 150 hours of learning.

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

Independent learning: includes hours engaged with additional reading and discussions 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 typically have scheduled 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.

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

MO1 Understand and critically evaluate the relationship between engagement/motivation and performance at work

MO2 Appreciate the complexity of increasing engagement in the workplace and critically evaluate applied attempts at increasing engagement at work

MO3 Demonstrate a critical understanding of a wide range of perspectives on engagement and motivation at work

MO4 Critically evaluate the role of the individual, teams, leadership as well as organizational factors that promote both positive (citizenship) and negative (counterproductive) behaviours at work

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](https://rl.talis.com/3/uwe/lists/E65C884E-14B6-6DB6-FD9F-C3F3D949A54C.html?lang=en-GB&login=1) via the following link <https://rl.talis.com/3/uwe/lists/E65C884E-14B6-6DB6-FD9F-C3F3D949A54C.html?lang=en-GB&login=1>

Part 4: Assessment

Assessment strategy: One summative portfolio assessment is used. There will also be opportunity for formative assessment during module workshops and group discussions.

Critical Evaluation Portfolio: This part requires students to select a method or strategy that has been implemented in workplace settings to increase employee engagement. The student should describe the process as well as the theory and then critically evaluate this strategy from the psychological and organisational evidence. The student will also be required to include some information regarding how to apply the knowledge that has been presented (e.g. drawing from the psychological evidence what could be proposed). This assessment demonstrates the students' ability to understand a workplace issue and application from a psychological perspective. It also assesses their understanding and ability to research and evaluate the psychological evidence related to a specific applied workplace practice. Furthermore, the assessment will demonstrate the students' ability to apply the psychological evidence into workplace practice, reflecting the evidence-based practice theme of the programme. It will also include a self-reflective element.

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Assessment tasks:

Portfolio (First Sit)

Description: Critical Evaluation Portfolio

Weighting: 100 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4

Portfolio (Resit)

Description: Critical Evaluation Portfolio

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:

Occupational Psychology [Frenchay] MSc 2024-25

Business and Organisational Psychology [Frenchay] MSc 2025-26

Business and Organisational Psychology [Frenchay] MSc 2025-26