



Module Specification

Applying Psychology to Work and Organisations

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Contents

| | |
|--|----------|
| Module Specification | 1 |
| Part 1: Information | 2 |
| Part 2: Description | 2 |
| Part 3: Teaching and learning methods | 3 |
| Part 4: Assessment..... | 5 |
| Part 5: Contributes towards | 6 |

Part 1: Information

Module title: Applying Psychology to Work and Organisations

Module code: USPK83-15-M

Level: Level 7

For implementation from: 2023-24

UWE credit rating: 15

ECTS credit rating: 7.5

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: No

Professional, statutory or regulatory body requirements: None

Part 2: Description

Overview: Not applicable

Features: Not applicable

Educational aims: This module is designed for reflecting on evidence based practice and also specific tools and techniques for gathering, analysing and feeding back data in Organizational contexts. A range of techniques will be introduced, which

will also link to and support the research skills domain, in particular the independent dissertation.

Outline syllabus: Observations and reflections of student experience working in any organisation or sector to understand more about how theory relates to practice:

Scientist-practitioner model and implications for evidence based practice;

Ethical issues and the BPS and HCPC code of practice;

Knowledge and coverage of practical skill areas including, for example:

Reflective practice

Appreciative inquiry

Action learning sets

Project management

Consultancy cycle.

The syllabus will be achieved via online resources, one to one supervision and two half-day workshops.

Part 3: Teaching and learning methods

Teaching and learning methods: There are 150 hours notional study time associated with a 15-credit module. This will be divided approximately between time arranging and obtaining relevant work experience (60 hours), studying online learning material (12 hours), supervision (4 hours), reflection on experience and maintaining a reflective diary (12 hours), background reading, research and assignment preparation (48 hours) workshops and online discussions (14 hours).

Scheduled learning: this is mainly scheduled around one to one supervision (4 hours) where a plan of how to achieve the module can be obtained. There will also be demonstrations/workshops and online discussions (14 hours).

Placement Study Hours: In addition, students will work with their supervisor to organise and plan their workplace experience as well as engage in obtaining the actual workplace experience to reflect on (60 hours). Independent learning: includes hours engaged with essential reading (12 hours) maintaining a reflective diary (12 hours) as well as assignment preparation and completion (48 hours).

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.

Each student will be allocated a supervisor who is a member of academic staff. Students can expect to receive a total of 4 hours of direct supervision.

Each student is required to accumulate experience from a workplace. The experience can be either paid or voluntary. The responsibility for finding suitable experience lies primarily on students. However, they will be supported in this by UWE Careers and Community Volunteering, and by supervisors and the wider programme team. All modules on the MSc Occupational Psychology programme will include discussions of applied work in each module area. Furthermore, there will be specific workshops covering reflective practice and supporting their personal reflection. Moreover this module will be supported by additional asynchronous group based discussions and self-directed study.

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

MO1 Demonstrate a reflective awareness of their own strengths and development needs in relation to transferable skills in occupational and business psychology.

MO2 Relate psychological theory, concepts and research findings to their specific work experience or task.

MO3 Demonstrate an understanding of the BPS and HCPC code of conduct and ethical practice that governs Occupational Psychology.

Hours to be allocated: 150

Contact hours:

Independent study/self-guided study = 72 hours

Placement = 60 hours

Face-to-face learning = 18 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/uspk83-15-m.html) via the following link <https://uwe.rl.talis.com/modules/uspk83-15-m.html>

Part 4: Assessment

Assessment strategy: Reflective Portfolio (3000 words).

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 portfolio will mirror the format used for the Qualification in Occupational Psychology which leads to Chartership from the British Psychological Society. The portfolio will require students to work through either the process cycle workplace experiences ensuring that they outline how they gathered information, how they tested it, how they applied it and how it was evaluated. This practice will ensure that they understand and reflect on the ethical practices within employment settings. They are not required to work or practice OP skills, but reflect on their observations and experiences, drawing from relevant research and theory for the area.

Assessment tasks:

Portfolio (First Sit)

Description: Reflective Portfolio (3000 words)

Weighting: 100 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3

Portfolio (Resit)

Description: Reflective Portfolio (3000 words)

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:

Occupational Psychology [Frenchay] MSc 2023-24

Occupational Psychology [Frenchay] MSc 2022-23