



MODULE SPECIFICATION

Code: USPJDR-20-3 **Title:** ISSUES IN THE PSYCHOLOGY OF WORK **Version:** 4

Level: 3 **UWE credit rating:** 20 **ECTS credit rating:** 10

Module type: Standard

Owning Faculty: Health and Life Sciences

Department: Psychology

Faculty Committee approval: Quality and Standards Committee

Date: March 2011

Approved for Delivery by: N/A

Valid from: September 2011

Discontinued from:

Pre-requisites:

USPJDB-20-2 Social and Developmental Psychology 2 or USPJDJ-20-2 Developmental and Social Psychology 2 or USPJLW-20-2 Theoretical and Social Psychology or USPJMX-30-2 Psychology Applied

Co-requisites:

None

Entry Requirements:

N/A

Excluded Combinations:

None

Learning Outcomes:

The student will be able to:

- discuss the psychological issues involved in personnel selection and training;
- discuss issues involved in managing people and helping them to develop their potential;
- evaluate ways of improving communication and decision making in groups and organisations and discuss the principles of team building;
- consider organisations as social systems and discuss methods of organisational change;
- appreciate the influence of the physical and technological environment on well-being and effectiveness at work;
- discuss the issues of training and retraining, redundancy and retirement in lifeskills development.

Syllabus Outline:

Unit One - The Experience of Work

Stress at work ; Job satisfaction and job design; Vocational choice and career development

Unit Two - Integrating the Individual and the Organisation

The psychology of selection; Developing employees; Psychology and equal opportunities at work; Performance management.

Unit Three - Managing Work Relationships

Working in teams; Organisational justice; Managing change

Unit Four - Working with Technology

The development of technology at work; Socio-technical approaches; Ergonomics and human-computer interaction; Organisational approaches to the introduction of new technology; Information and communication technologies.

Teaching and Learning Methods:

The teaching methods will involve lectures, experiential and participative exercises, guided independent study and use of LRW presented material and exercises.

Reading Strategy:

All students will be encouraged to make full use of the print and electronic resources available to them through membership of the University. These include a range of electronic journals and a wide variety of resources available through web sites and information gateways. The University Library's web pages provide access to subject relevant resources and services, and to the library catalogue. Many resources can be accessed remotely. Students will be presented with opportunities within the curriculum to develop their information retrieval and evaluation skills in order to identify such resources effectively.

Any **essential reading** will be indicated clearly, along with the method for accessing it, e.g. students may be expected to purchase a set text, be given or sold a print study pack or be referred to texts that are available electronically, etc. This guidance will be available either in the module handbook, via the module information on Blackboard or through any other vehicle deemed appropriate by the module/programme leaders.

If **further reading** is expected, this will be indicated clearly. If specific texts are listed, a clear indication will be given regarding how to access them and, if appropriate, students will be given guidance on how to identify relevant sources for themselves, e.g. through use of bibliographical databases.

Indicative Reading List:

- Arnold, J., Cooper, C., and Robertson, I. (1998) Work psychology. Financial Times : Pitman Publishing.
- Chmiel, N. (2000) Work and organisational psychology : A European Perspective. Blackwell.
- Chmiel, N. (1998) Jobs, technology and people. Routledge.
- Warr, P. (ed.) (2002) Psychology at Work. (5th edition). Penguin.
- Newell, S. (2002) Creating the healthy organisation : well-being, diversity and ethics at work. Thomson Learning.
- Furnham, A. (1997) The psychology of behaviour at work. Psychology Press.
- Williams, S. (2002) Managing employee performance. Thomson Learning.
- Cooper, C. and Locke, E. (2000) (eds.) Industrial and organisational psychology : Linking theory with practice. Blackwell.

Assessment:

Weighting between components A and B (standard modules only) A: 50% B: 50%

FIRST ATTEMPT

First Assessment Opportunity

Component A (*controlled*)

Description of each element

EX1 Examination (2 Hours)

Element Wt (Ratio)

(*within Component*)

1

Component B

Description of each element

ES1 Essay (2000 words)

Element Wt (Ratio)

(*within Component*)

1

Second Assessment Opportunity (Resit) further attendance at taught classes is not required

Component A (*controlled*)

Description of each element

EX1 Examination (2 Hours)

Element Wt (Ratio)

(*within Component*)

1

Component B

Description of each element

ES1 Essay (2000 words)

Element Wt (Ratio)

(*within Component*)

1

EXCEPTIONAL SECOND ATTEMPT Attendance at taught classes is required.

Specification confirmed by**Date**
(Associate Dean/Programme Director)