



Programme Specification

Business Psychology [Frenchay]

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Contents

Programme Specification	1
Section 1: Key Programme Details	2
Part A: Programme Information	2
Section 2: Programme Overview, Aims and Learning Outcomes	3
Part A: Programme Overview, Aims and Learning Outcomes	3
Part B: Programme Structure.....	7
Part C: Higher Education Achievement Record (HEAR) Synopsis	8
Part D: External Reference Points and Benchmarks	8
Part E: Regulations	8

Section 1: Key Programme Details

Part A: Programme Information

Programme title: Business Psychology [Frenchay]

Highest award: MSc Business Psychology

Interim award: PGCert Business Psychology

Interim award: PGDip Business Psychology

Awarding institution: UWE Bristol

Teaching institutions: UWE Bristol

Study abroad: No

Year abroad: No

Sandwich year: No

Credit recognition: No

School responsible for the programme: CHSS School of Social Sciences, College of Health, Science & Society

Contributing schools: CBL Bristol Business School

Professional, statutory or regulatory bodies:

Association for Business Psychology (ABP)

Modes of delivery: Full-time

Entry requirements: Applicants should have an honours degree awarded by a UK institute of higher education of at least lower second status, in a relevant subject (e.g. Psychology, Business, Social Science or Science)

We recognise the individual nature of each application and our typical offer should be viewed as a guide. UWE Bristol welcomes interest from applicants who may not have the standard entry requirements. We will consider evidence of relevant personal, professional or educational experience where it demonstrates an ability and potential to succeed on the course.

For implementation from: 01 September 2023

Programme code: C81500

Section 2: Programme Overview, Aims and Learning Outcomes

Part A: Programme Overview, Aims and Learning Outcomes

Overview: The Association for Business Psychology defines Business Psychology as “the study and practice of improving working life. It combines an understanding of the science of human behaviour with experience of the world of work to attain effective and sustainable performance for both individuals and organisations”.

The MSc in Business Psychology is both a theoretical and an applied MSc programme drawing from expertise in Psychology and from the Business School at UWE. This innovative programme takes an interdisciplinary approach combining understanding of psychology at work and key areas of business success. The programme focuses on increasing the skills required to improve working life for individuals and organisations. It is aimed at increasing individuals core employment related skills to improve their leadership, work relationships and personal efficiency at work, as well as improving their overall organisational outcomes.

Features of the programme: This programme will offer an interdisciplinary approach to Business Psychology drawing from expertise in psychology as well as from business. Furthermore, this programme offers a blended learning based course which, from research, is what students and employers are seeking, allowing students to gain experience whilst working alongside learning. The programme is also aligned with the university 2030 strategy to develop ambitious, innovative and enterprising students. The programme also fits with the overall UWE vision of the “University for the Real World” and enhances further the UG and PG portfolio of applied psychology programmes and business programmes already on offer. Furthermore, the

programme has been developed through an interdisciplinary cross-faculty collaboration building on expertise in psychology and business.

Educational Aims: Business Psychology (BP) is an applied science that investigates how to increase individual and organisational effectiveness. It utilises scientific research methods to investigate people, workplaces and organisations to better align their multiple, sometimes competing needs. This programme aims to develop these skills in individuals to enable them to work with employees and workplaces using the skills and competencies of business psychology.

The programme aims to achieve this through the following: embedding scientist-practitioner thinking and practice in Business Psychology; developing practitioners who are fit for practice; developing practitioners who are competent to work legally and ethically in the field; fostering new developments in the field of BP; and promoting the value of Business Psychology nationally and internationally. The programme also covers key skills required for individual and organisational success.

Programme Learning Outcomes:

On successful completion of this programme graduates will achieve the following learning outcomes.

Programme Learning Outcomes

- PO1. Critically apply current knowledge in business psychology to professional settings and practice, ensuring sensitivity to the business context and through a scientist-practitioner approach.
- PO2. Critically reflect on your own personal development and skills as a self-directed and autonomous life-long learner, in particular in relation to the importance of professional integrity and high in the practice of business psychology.
- PO3. Critically analyse data in the field of business psychology.
- PO4. Ethically research and critically apply methods of data collection and analysis to organisations from a business psychology perspective.
- PO5. Communicate complex information clearly and sensitively to a range of different audiences.

PO6. Complete a substantial investigation promoting creativity in relation to the planning, design, implementation and evaluation of an original and critical piece of research.

Assessment strategy: The assessment schedule for the MSc in Business Psychology is designed to promote breadth and depth of knowledge and the appropriate application of this knowledge through a wide range of assessment experiences. Assessments take place across the academic cycle, and are designed to encourage a high level of self-directed learning and an increasing level of student autonomy in the learning process. We also provide formative opportunities to develop expertise in these different assessments.

Exams

Unseen and seen examinations are used to assess knowledge and understanding of a range of contemporary theories, together with relevant research and applications. Essay exam questions encourage critical in depth explorations of particular topics of interest.

Presentations

Students are required to demonstrate their developing powers of synthesis and critical evaluation in assessed seminars, research presentations and critiques. This is particularly important in a discipline in which theory and research is growing and changing rapidly. In addition, these assignments facilitate the development of those oral and written presentational skills necessary for a career in Business Psychology.

Essays

Students are required to demonstrate their developing research skills, ability to synthesise information and to critically evaluation information. In addition, these assignments facilitate the development of written communication skills as well as the construction of argument.

Dissertation in Business Psychology

The process of completing a substantial investigation is intended to promote creativity in relation to the planning, design, implementation and evaluation of an

original and critical piece of research. Supervision is provided by academics with relevant expertise. Students are required to assess the contribution of their work to existing knowledge and theoretical frameworks. Students are encouraged to use peer and staff feedback constructively, and to actively develop and discuss their work.

Reflective Portfolios

Students are encouraged to reflect critically on their on-going professional development and the acquisition of professional skills. The reflection forms an integral part of the programme in which students are required to address their own strengths and weaknesses in relation to the skills necessary to prepare for practice as a Business Psychologist.

Critical Reflections and Reports

These assessments requires students to critically reflect on workplace issues from a psychological perspective, including their own practice. It also assesses their understanding and ability to research and evaluate the psychological evidence related to a specific applied workplace practice.

Case Studies

Case study assessments require students to evaluate a particular case study from an business psychology position and utilise their knowledge and synthesis abilities. This assessment is designed to evaluate students' key transferrable skills, in terms of analysis of organisational based information and evaluation from a psychological perspective. Furthermore, the assessment has been designed to emulate key consultancy skills within this domain.

Role plays

This assessment is designed to evaluate students' competencies in key consultancy skills. These can be virtual or face to face.

Blogs/Podcasts

Other methods of communication such as blogs and podcasts are encouraged in our

assessment to develop students skills in new technologies as well as enhancing their communication skills.

Student support: No extra support required beyond the standard UWE student support services.

Part B: Programme Structure

Year 1

Full time students must take 180 credits from the compulsory modules in Year 1.

Year 1 Compulsory Modules (Full time)

Full time students must take 180 credits from the modules in Compulsory Modules (Full time).

Module Code	Module Title	Credit
USPJML-15-M	Business Basics for Psychologists 2024-25	15
USPJMM-30-M	Business Psychology Essentials 2024-25	30
UMODVA-15-M	Coaching and Mentoring (Business Psychology) 2024-25	15
USPJW9-45-M	Dissertation in Psychology 2024-25	45
UMODSS-15-M	Leadership and Change Management 2024-25	15
USPK7T-15-M	Learning Training and Development 2024-25	15
USPJMP-30-M	Researching Organisations 2024-25	30
USPJMQ-15-M	Wellbeing at Work 2024-25	15

Part C: Higher Education Achievement Record (HEAR) Synopsis

This is a post graduate programme for students wishing to become accredited Business Psychologists through the Association for Business Psychology. The programme supports the training and professional development of learners engaged in the field of Business Psychology by 1) embedding scientist practitioner thinking and practice in Business Psychology; 2) developing practitioners who are fit for practice; who are competent to work legally and ethically in the field; 3) fostering new developments in the field of Business Psychology; and 4) promoting the values and ethics of Business Psychology.

Part D: External Reference Points and Benchmarks

This programme has been developed in line with the Association for Business Psychology Accreditation 2020 guidelines and the QAA Framework for Higher Education Qualifications.

Part E: Regulations

Approved to University Regulations and Procedures.