



Programme Specification

Business and Organisational Psychology [Frenchay]

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Section 1: Key Programme Details

Part A: Programme Information

Programme title: Business and Organisational Psychology [Frenchay]

Highest award: MSc Business and Organisational Psychology

Interim award: PGCert Business and Organisational Psychology

Interim award: PGDip Business and Organisational Psychology

Awarding institution: UWE Bristol

Teaching institutions: UWE Bristol

Study abroad: Yes

Year abroad: No

Sandwich year: No

Credit recognition: No

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

Professional, statutory or regulatory bodies: Not applicable

Modes of delivery: Full-time, Part-time

Entry requirements:

For implementation from: 01 September 2025

Programme code: C81G00

Section 2: Programme Overview, Aims and Learning Outcomes

Part A: Programme Overview, Aims and Learning Outcomes

Overview: The MSc in Business and Organisational Psychology is both a theoretical and an applied MSc programme, focused on the application of psychology in business and organisational environments.

The programme is practice-focussed and research-informed, aiming to increase 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.

The programme is innovative in its blended learning delivery and the flexibility this offers students and will develop global and sustainable practitioners in Business and Organisational Psychology. The programme is aligned to the UN sustainable development goals, with a particular focus on goals relating to equality and inclusivity, decent work, wellbeing, and climate action.

The programme aims for dual accreditation from the British Psychological Society (BPS) and Association for Business Psychology (ABP). This means that students can pursue Chartered Psychologist status with the BPS, as this would form the first step towards becoming a Health and Care Professions Council (HCPC) registered Occupational Psychologist, or Certified Business Psychologist status with the ABP.

Features of the programme: This programme will offer a practice-focused and research-informed approach to Business and Organisational Psychology. It offers a blended learning based course which, research and experience suggests, 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.

Its applied focus supports the University's practice oriented approach. Dual accreditation allows students flexibility to pursue either Chartered Psychologist status with the BPS or Certified Business Psychologist status with the ABP, aligning with college objectives of providing professionally recognised and enterprising programmes.

Educational Aims: Business and Organisational Psychology (BOP) 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 and organisational psychology.

The programme aims to achieve this through the following: embedding scientist-practitioner thinking and practice in Business and Organisational 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 BOP; and promoting the value of Business and Organisational Psychology nationally and internationally.

The programme covers key skills required for individual and organisational success and aims to develop knowledge and skills in the areas of focus within Occupational Psychology as set out by the BPS and the domains of Business Psychology practice established by the ABP, such as:

Psychology of learning and development.

Leadership, engagement and motivation.

Wellbeing and work.

Work design, organisational change and development.

Considerations of Diversity, Fairness, Gender and Cultural Influences.

Professional Business Practice.

Psychology of selection and assessment.

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 and organisational psychology to professional practice in a worldwide context, through a scientist-practitioner approach.
- PO2. Demonstrate an understanding of key areas of business and organisational psychology outlined by the BPS and ABP guidelines.
- PO3. Follow ethical guidelines to critically apply methods of data collection, analysis and reporting to research and practice in organisations.
- PO4. Plan, design, implement and evaluate an original and critical piece of research in business and organisational psychology.
- PO5. Critically analyse evidence and problem solve in the field of business and organisational psychology, with attention to principles of evidence-based practice.
- PO6. Critically reflect on your personal development and professional skills as a self-directed life-long learner, including the importance of integrity in your practice.
- PO7. Communicate complex information clearly and sensitively to a range of different audiences.

Assessment strategy: The assessment schedule for the MSc in Business and Organisational 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 mostly take place at the end of each teaching block so that assessment points are evenly spread across the programme. This spread of workload will support a positive student experience and ensure feedback can be utilised for subsequent assessments. Assessments 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.

The assessment strategy demonstrates an inclusive assessment approach in a number of ways. Firstly, at a programme level there will be a broad range of different assessment types. This encourages students to develop a wide range of practitioner skills and also allows students to demonstrate and utilise a range of different strengths, abilities and experiences. Secondly, at a module level there will be some optional elements where appropriate, in terms of assessment topic and/or submission modality, to allow students to choose the submission that best demonstrates their knowledge and abilities.

Programme assessments can include the following types of assessment either as stand-alone or within assessment portfolios:

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 and Organisational Psychology.

Essays

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

Organisational Investigation

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 and Organisational 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: Programme resources are available on the programme blackboard page and shared during induction including information on the University,

its regulations and procedures and is supplemented by more specific module guides. Students are supported during their time at UWE by central support services. Support is also given to students via an academic personal tutor across the duration of the programme.

The professional practice module requires students to complete a 60-hour work-based learning placement (can be paid or voluntary experience). 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.

Students will have access to UWE careers resources to support their learning on this module, the programme and their career development (such as access to work and volunteering advertisements and practice recruitment and selection activities).

Part of the professional practice module learning, and assessment is aligned to the BPS test user ability and personality qualification. Registering with the BPS for the test user qualification once test user training has been completed and to join the Register of Qualified Test Users (RQTU) is an optional extra component that incurs additional fees which are detailed in the programme handbook accessed via Blackboard.

Part B: Programme Structure

Year 1

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

Part time students must take 90 credits from the modules in Year 1.

Year 1 Compulsory Modules (Full-Time)

Full time students must take 180 credits from the Compulsory Modules in Year 1

Module Code	Module Title	Credit
USPJS8-15-M	Coaching and Development 2025-26	15

USPK7U-15-M	Leadership, Engagement and Motivation 2025-26	15
USPJMN-45-M	Organisational Investigation 2025-26	45
USPJSA-45-M	Professional Practice 2025-26	45
USPJSC-30-M	Research Methods in Organisations 2025- 26	30
USPJSN-15-M	Wellbeing at Work 2025-26	15
USPJS9-15-M	Work & Organisational Design 2025-26	15

Year 1 Compulsory Modules (Part-Time)

Part-Time students must take 90 credits from the Part Time Compulsory Modules in Year 1

Module Code	Module Title	Credit
USPJS8-15-M	Coaching and Development 2025-26	15
USPK7U-15-M	Leadership, Engagement and Motivation 2025-26	15
USPJSC-30-M	Research Methods in Organisations 2025- 26	30
USPJSN-15-M	Wellbeing at Work 2025-26	15
USPJS9-15-M	Work & Organisational Design 2025-26	15

Year 2

Part Time Students must take 90 credits from the Part Time Compulsory Modules in Year 2

Module Code	Module Title	Credit
USPJMN-45-M	Organisational Investigation 2026-27	45
USPJSA-45-M	Professional Practice 2026-27	45

Part C: Higher Education Achievement Record (HEAR) Synopsis

This is a post graduate programme for students wishing to become a Certified Occupational Psychologist with the BPS, providing the stage 1 training in the qualification route for occupational psychologists. It also offers a route for students to become a Certified Business Psychologist with the Association for Business Psychology (ABP). The programme supports the training and professional development of learners engaged in the field of Business and Organisational Psychology by 1) embedding scientist practitioner thinking and practice in Business and Organisational 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 and Organisational Psychology; and 4) promoting the values and ethics of Business and Organisational Psychology.

Part D: External Reference Points and Benchmarks

This programme has been developed in line with the BPS Occupational Psychology MSc accreditation guidelines, the Association for Business Psychology Accreditation 2020 guidelines and the QAA Framework for Higher Education Qualifications. It has also been informed by the UWE enhancement framework for academic programmes and practice, 2030 strategy, the five UWE values, and the University's practice-oriented approach.

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Part E: Regulations

Approved to University Regulations and Procedures.