

School of Life and Medical Sciences

Title of Programme: Industrial and Work Psychology

Programme Code: LMIWP

Programme Specification

This programme specification is relevant to students entering:
27 September 2021

Associate Dean of School (Academic Quality Assurance):
Stefanie Schmeer

Signature



A programme specification is a collection of key information about a programme of study (or course). It identifies the aims and learning outcomes of the programme, lists the modules that make up each stage (or year) of the programme, and the teaching, learning and assessment methods used by teaching staff. It also describes the structure of the programme, its progression requirements and any programme-specific regulations. This information is therefore useful to potential students to help them choose the right programme of study, to current students on the programme, and to staff teaching and administering the programme.

Summary of amendments to the programme

Date	Section	Amendment

If you have any queries regarding the changes please email AQO@herts.ac.uk

Programme Specification

MSc Occupational Psychology

MSc Business Psychology

This programme specification (PS) is designed for prospective students, enrolled students, academic staff and potential employers. It provides a concise summary of the main features of the programme and the intended learning outcomes that a typical student might reasonably be expected to achieve and demonstrate if he/she takes full advantage of the learning opportunities that are provided. More detailed information on the teaching, learning and assessment methods, learning outcomes and content for each module can be found in Definitive Module Documents (DMDs) and Module Guides.

Section 1

Awarding Institution/Body	University of Hertfordshire
Teaching Institution	University of Hertfordshire
University/partner campuses	University of Hertfordshire
Programme accredited by	British Psychological Society (MSc Occupational Psychology) Association for Business Psychology
Final Award (Qualification)	MSc
All Final Award titles	Occupational Psychology
(Qualification and Subject)	Business Psychology
FHEQ level of award	7
UCAS code(s)	
Language of Delivery	English

A. Programme Rationale

This programme is designed for students who wish to acquire skills and knowledge to enable them to apply psychological principles within organisations. Across the programme, there is a focus on evidence-based practice and developing reflexivity as practitioners. It will appeal to those with a psychology or a business background depending on the pathway selected. Graduates are equipped for a variety of careers including human resource practitioners, learning and development or careers in consultancy and business psychology.

There are two pathways within the programme (MSc Occupational Psychology and MSc Business Psychology). There are a range of modules common to both pathways, including Psychological Assessment at Work, Learning Training and Development, Culture Change and Leadership, Well-Being Engagement and Motivation. Both pathways are accredited by the Association for Business Psychology and focussed on developing students' competence and critical application of psychology to current issues in the workplace.

The MSc Occupational Psychology pathway provides stage 1 of the process for chartership as a psychologist in the field of occupational psychology. It is accredited by the British Psychological Society (BPS). In line with the BPS requirements there is a strong emphasis on developing research and professional skills as a psychologist. Students also get the opportunity to apply a reflexive approach to a workplace assignment. This pathway is suitable for those who have an undergraduate psychology degree.

The MSc Business Psychology pathway includes an introduction to historical and conceptual issues within psychology and adds a focus on the application of psychology to human resource management. This pathway is suitable for those who have a background in business or other courses.

The programme team prides itself on the practical application of theory and a focus on developing collaborative skills. This is achieved in a variety of ways. Most of the lecturers on the programme are actively involved in both consultancy and research which informs the teaching and the assessments, many of which have a practical element.

B. Educational Aims of the Programme

The programme has been devised in accordance with the University's graduate attributes of programmes of study as set out in [UPR TL03](#).

Additionally this programme aims to:

- Provide students with knowledge and understanding to equip them for the next stage of their career, be that within organisations, consulting or chartered as a psychologist
- Critically apply psychological theory to evaluate current issues in organisations and the workplace
- Apply the scientist practitioner approach to research and practice in applied psychology
- Design and deliver mixed methods research applied to an organisation setting
- Apply ethical, legal and professional practice frameworks

C. Intended Learning Outcomes

The programme provides opportunities for students to develop and demonstrate knowledge and understanding, skills and other attributes in the following areas. The programme outcomes are referenced the Frameworks for Higher Education Qualifications of UK Degree-Awarding Bodies (2014), and relate to the typical student. Additionally, the SEEC Credit Level Descriptors for Further and Higher Education (2016) have been used as a guiding framework for curriculum design.

Knowledge and Understanding:	Teaching/learning methods & strategies	Assessment
A1-Critically apply psychological theories to current workplace and organisational issues	Acquisition of knowledge and understanding is through a combination of lectures, seminars, workshops, practicals, dissertation, presentations, self-study and coursework. Some of these elements can be delivered online [A1 – A7].	Knowledge and understanding are assessed through a range of assessments:
A2-A comprehensive understanding of mixed methods research approaches in an applied setting	Additional support, focusing on current issues, interventions and professional standards [A1 A3 A4 A6 A7] is provided by:	<ul style="list-style-type: none">• Presentations [A1 A3 A5 A6 A7]• Intervention design [A2 A3 A7]• Case study analysis [A1 A3 A5 A6]• Essays [A1 A3 A6]• Multiple choice questions [A2 A4 A7]• Simulation exercises [A4 A7]• Reflection report [A1 A3 A5 A7]• Skills portfolio [A7]• Research proposal [A2]• Applied research dissertation [A2 A1]
A3-A systematic understanding of a range of practices, approaches, research and debates in business and organisations	<ul style="list-style-type: none">• Access to subject group seminars and guest speaker seminars, where industry expertise is shared, and research outcomes are disseminated• One-to-one sessions with supervisors	
A4-For Business Psychology Students: a systematic understanding of knowledge relevant to the field of Business Psychology, and a critical awareness of problems and/or new insights in Business Psychology	Throughout, the learner is encouraged to undertake independent study both to supplement and consolidate what is being taught/learned and to broaden their individual knowledge and understanding of the subject.	
A5-For Occupational Psychology Students: a systematic understanding of the professional standards, in particular the DOP standards for Occupational Psychology and a critical awareness		

<p>of current problems and/or new insights in Occupational Psychology</p> <p>A6-Ethical principles underpinning the practice and research in the industry</p> <p>A7-Critically appraise equality, diversity and inclusion issues in the workplace</p> <p>A8-Advance knowledge and understanding of skills required for workplace interventions</p>		
Intellectual skills:	Teaching/learning methods & strategies	Assessment
<p>B1-Analyse complex people related issues in the workplace linking to psychological theory and practice</p> <p>B2- Make evidence-based recommendations to address organisational and business issues</p> <p>B3-Problem solving and decision making, evaluating complex issues arising from the research, practices, approaches and debates in the discipline</p> <p>B4-Plan, organise and effectively run applied psychology research</p> <p>B5-Critically evaluate the evidence base of models of assessment and interventions in organisations</p> <p>B6-Demonstrate self-direction and originality in tackling and solving problems, and acting autonomously in planning and implementing tasks in a professional manner</p>	<p>Intellectual skills are developed through methods and strategies outlined in section A above.</p> <ul style="list-style-type: none"> B1 and B5 is explored in seminar discussions and lectures B2 is examined in examples and further developed in practical activities B3 is further developed through working on case studies, discussions in seminars and group work activities. B4 is discussed in class and extended through independent study B6 is discussed at induction and throughout the workshops and seminars, developed further through assignments and workshops <p>Throughout, the learner is encouraged to develop intellectual skills further by independent study</p>	<p>Intellectual skills are assessed through:</p> <ul style="list-style-type: none"> Case studies [B1 B2 B5] Presentations [B1 B2 B3 B6] Multiple choice questions [B1 B4 B5] Intervention design [B1 B2 B3 B5 B5] Essay [B1 B2 B5] Research proposal [B3 B4 B5] Applied Research Dissertation [B2 B3 B4 B5 B6] Reflection report [B6 B5]
Practical skills:	Teaching/learning methods & strategies	Assessment
<p>C1-Practise and apply skills for workplace interventions (e.g. interviewing, coaching)</p>	<p>Practical skills are developed through workshops and students are encouraged to continue practice independently. The research project provides</p>	<p>Practical skills are assessed through</p> <ul style="list-style-type: none"> Simulation exercises [C1 C7 C8]

<p>C2-Exercise initiative and personal responsibility</p> <p>C3-Utilise independent learning for continuing professional development</p> <p>C4-Make decisions and evidence-based recommendations in relation to unpredictable and ambiguous situations</p> <p>C5-Plan, organise and carry out applied research</p> <p>C6-Deal with the practical constraints of applied research</p> <p>C7-Communicate evaluations and recommendations in a manner appropriate to the audience</p> <p>C8-Learn through reflection on practice and experience</p>	<p>opportunity to put learning into practice.</p> <p>For those on the MSc Occupational Psychology pathway, the work focussed assignment (Reflexive Practice in Psychology module) adds to this.</p> <ul style="list-style-type: none"> C1 C2 C6 C7 are introduced at induction, discussed in lectures and opportunity to try out elements in the workshops C3 C8 is discussed in workshops and encouraged outside of formal classes, with initial frameworks provided C4 C5 C7 C8 is discussed in workshops and supervision <p>Throughout, the learner is expected to consolidate their development of practical computing skills by use of computers available in the learning resources centre.</p>	<ul style="list-style-type: none"> Applied Research Dissertation [C2 C3 C5 C6] Intervention design and delivery [C1 C2 C4] Presentations [C1 C2 C4 C7] Reflection report [C1 C2 C3 C7 C8] Skills portfolio [C1 C3 C7 C8]
Transferable skills:	Teaching/learning methods & strategies	Assessment
<p>D1-Communicate effectively both orally and in writing</p> <p>D2-Demonstrate sensitivity to diversity in people and different situations</p> <p>D3-Collaborate and work effectively within a team</p> <p>D4-Present and support an extended argument</p> <p>D5-Manage time effectively and work to deadlines</p> <p>D6-Networking and developing effective professional relationships</p> <p>D7-Effectively use related information technology</p> <p>D8-Take responsibility for own learning and continuing professional development</p>	<p>Transferable skills are developed through each module and particularly in the Mixed Methods Research modules, the Consulting and Professional Skills module and the Reflexive Practice in Psychology module (Occupational Psychology pathway).</p> <ul style="list-style-type: none"> D1 D2 are developed through seminar discussions, individual presentations and peer teaching D2 D3 are developed through group work in class and for assignments D4 D5 D8 are developed in supervisor discussions and seminars D7 is developed initially in workshops and extended by independent practice and discussions with supervisors D6 is developed in personal tutoring, guest tutor sessions and the research project 	<p>Transferable skills are assessed through</p> <ul style="list-style-type: none"> Simulation exercises Intervention design and delivery Presentations D1 D4 D5 Essays D4 Applied research report Skills portfolio Peer feedback [D2 D3]

Throughout, the learner is encouraged to develop transferable skills by maintaining a record of evidence and completing a personal development plan.

D. Programme Structures, Features, Levels, Modules, and Credits

Both pathways are offered in full-time mode (1 year) or in a part-time mode (3 years). Entry is normally at Masters (7) level (with related degree qualifications). A standard three-year part-time structure is outlined below. Any deviation from this will require a discussion with and agreement from the Programme Leader. Intake is once a year in semester A.

Professional and Statutory Regulatory Bodies

The MSc Occupational Psychology is accredited by the British Psychological Society (BPS). The award of MSc Occupational Psychology stage 1 of the chartership process requires 180 credit points, passes at level 7. Modules marked * must be passed.

Both pathways, MSc Business Psychology and MSc Occupational Psychology are accredited by the Association of Business Psychologists (ABP). Students are eligible for one year free membership of the ABP whilst studying on the course. The award of an MSc Business Psychology requires 180 credit points, passes at level 7, including the Master's Project.

Work-Based Learning, including Sandwich Programmes

N/A

Programme Structure

The programme structure and progression information below (Table 1a and 1b) is provided for the award. Any interim awards are identified in Table 1b. The Programme Learning Outcomes detailed above are developed and assessed through the constituent modules. Table 2 identifies where each learning outcome is assessed.

Table 1a Outline Programme Structure – MSc Occupational Psychology Pathway

Mode of study Full-time

Entry point Semester A

MSc Occupational Psychology Compulsory Modules Module Title	Module Code	Credit Points	Language of Delivery	% Examination	% Coursework	% Practical	Semesters
The Workplace and Psychology	7LMS2022	15	English	0	100	0	A
Learning, Training and Development *	7LMS0117	15	English	0	0	100	A
Culture, Change and Leadership *	7LMS2023	15	English	0	70	30	A
Mixed Methods Research Principles *	7LMS2024	15	English	0	0	100	A
Performance Management in the Workplace	7LMS0239	15	English	0	70	30	A
Mixed Methods Research Skills *	7LMS2025	15	English	0	0	100	B
Consulting and Professional Skills	7LMS2027	15	English	0	0	100	B
Well-Being, Engagement and Motivation *	7LMS2026	15	English	0	100	0	B
Psychological Assessment at Work *	7LMS0121	15	English	0	20	80	B
Reflexive Practice in Psychology *	7LMS2028	15	English	0	100	0	B
Applied Psychology Project *	7LMS2029	30	English	0	100	0	BC

The award of an MSc requires 180 credit points passed at level 7, including the Masters project.

Mode of study Part-time
Entry point Semester A

Whilst there is some flexibility in the order that modules can be completed, the standard approach will follow the structure outlined below. Any deviation from this will require a discussion with and agreement from the Programme Leader. All modules must be completed within five years of initial registration.

YEAR ONE
MSc Occupational Psychology
Compulsory Modules

Module Title	Module Code	Credit Points	Language of Delivery	% Examination	% Coursework	% Practical	Semesters
The Workplace and Psychology	7LMS2022	15	English	0	100	0	A
Performance Management in the Workplace	7LMS0239	15	English	0	70	30	A
Consulting and Professional Skills	7LMS2027	15	English	0	0	100	B
Psychological Assessment at Work *	7LMS0121	15	English	0	20	80	B

YEAR TWO
MSc Occupational Psychology
Compulsory Modules

Module Title	Module Code	Credit Points	Language of Delivery	% Examination	% Coursework	% Practical	Semesters
Culture, Change and Leadership *	7LMS2023	15	English	0	70	30	A
Mixed Methods Research Principles *	7LMS2024	15	English	0	0	100	A
Mixed Methods Research Skills *	7LMS2025	15	English	0	0	100	B
Reflexive Practice in Psychology *	7LMS2028	15	English	0	100	0	B

YEAR THREE
MSc Occupational Psychology
Compulsory Modules

Module Title	Module Code	Credit Points	Language of Delivery	% Examination	% Coursework	% Practical	Semesters
Learning, Training and Development *	7LMS0117	15	English	0	0	100	A
Well-Being, Engagement and Motivation *	7LMS2026	15	English	0	100	0	B
Applied Psychology Project *	7LMS2029	30	English	0	100	0	BC

Table 1b Outline Programme Structure – MSc Business Psychology Pathway

Mode of study Full-time

Entry point Semester A

MSc Business Psychology Compulsory Modules Module Title	Module Code	Credit Points	Language of Delivery	% Examination	% Coursework	% Practical	Semesters
The Workplace and Psychology	7LMS2022	15	English	0	100	0	A
Learning, Training and Development *	7LMS0117	15	English	0	0	100	A
Culture, Change and Leadership *	7LMS2023	15	English	0	70	30	A
Mixed Methods Research Principles *	7LMS2024	15	English	0	0	100	A
Individual differences and Conceptual/Historical Issues in Psychology	7PSY0076	15	English	0	100	0	A
Mixed Methods Research Skills *	7LMS2025	15	English	0	0	100	B
Consulting and Professional Skills	7LMS2027	15	English	0	0	100	B
Well-Being, Engagement and Motivation *	7LMS2026	15	English	0	100	0	B
Psychological Assessment at Work *	7LMS0121	15	English	0	20	80	B
Human Resource Management for Psychologists	7LMS0137	15	English	0	100	0	B
Applied Psychology Project *	7LMS2029	30	English	0	100	0	BC

The award of an MSc requires 180 credit points passed at level 7, including the Masters project.

Mode of study Part-time
Entry point Semester A

Whilst there is some flexibility in the order that modules can be completed, the standard approach will follow the structure outlined below. Any deviation from this will require a discussion with and agreement from the Programme Leader. All modules must be completed within five years of initial registration.

YEAR ONE
MSc Business Psychology
Compulsory Modules
 Module Title

Module Title	Module Code	Credit Points	Language of Delivery	% Examination	% Coursework	% Practical	Semesters
The Workplace and Psychology	7LMS2022	15	English	0	100	0	A
Individual differences and Conceptual/Historical Issues in Psychology	7PSY0076	15	English	0	100	0	A
Consulting and Professional Skills	7LMS2027	15	English	0	0	100	B
Psychological Assessment at Work	7LMS0121	15	English	0	20	80	B

YEAR TWO
MSc Business Psychology
Compulsory Modules
 Module Title

Module Title	Module Code	Credit Points	Language of Delivery	% Examination	% Coursework	% Practical	Semesters
Culture, Change and Leadership	7LMS2023	15	English	0	70	30	A
Mixed Methods Research Principles	7LMS2024	15	English	0	0	100	A
Mixed Methods Research Skills	7LMS2025	15	English	0	0	100	B
Human Resource Management for Psychologists	7LMS0137	15	English	0	100	0	B

YEAR THREE
MSc Business Psychology
Compulsory Modules
 Module Title

Module Title	Module Code	Credit Points	Language of Delivery	% Examination	% Coursework	% Practical	Semesters
Learning, Training and Development	7LMS0117	15	English	0	0	100	A
Well-Being, Engagement and Motivation	7LMS2026	15	English	0	100	0	B
Applied Psychology Project	7LMS2029	30	English	0	100	0	BC

Table 1c Final and interim awards available

The programme provides the following final and interim awards:

Final Award	Award Title	Minimum requirements	Available at end of (normally):	Programme Learning Outcomes developed (see above)
Masters	MSc Occupational Psychology	180 credit points at level 7	3 Semesters (for F/T students), 6 Semesters (for P/T students)	All programme learning outcomes except A4 (see Table 2)
Masters	MSc Business Psychology	18 credit points at level 7	3 Semesters (for F/T students), 6 Semesters (for P/T students)	All programme learning outcomes except A5 and C8 (see Table 2)

Interim Award	Award Title	Minimum requirements	Available at end of Level	Programme Learning Outcomes developed (see above)
Postgraduate Diploma	PGDip Industrial and Work Psychology	120 credits at level 7	2 Semesters	A1. A3. A6. A7. A8. B1. B2. B3. B5. C1. C2. C3. C4. C7. D1. D2. D3. D5. D7. D8.
Postgraduate Certificate	PGCert Industrial and Work Psychology	60 credit points, including at least 45 at level 7	1-2 Semesters	For untitled awards: See UPR AS11, section 13: http://sitem.herts.ac.uk/secreg/upr/AS11.htm

Masters and Diploma awards can be made "with Distinction" or "with Commendation" where criteria as described in [UPR AS14](#), Section D and the students' handbook are met.

Programme-specific assessment regulations

The programme is compliant with the University's academic regulations (in particular, [UPR AS11](#), [UPR AS12/UPR AS13](#) (delete as applicable) and [UPR AS14](#)) with the exception of those listed below, which have been specifically approved by the University:

For both final awards, the project must be included in the final degree calculation.

E. Management of Programme & Support for student learning

Management

The programme is managed and administered through:

- The Head of Department, the Dean of School and the Associate Dean (Academic Quality Assurance)
- A Programme Leader who is responsible for the day to day management of the programme as well as the recruitment and admissions

- Programme administration to deal with day to day administration associated with the programme
- Module Leaders are responsible for individual modules
- A programme committee, the membership of which includes the Programme Leader, Module Leaders and student representatives

Support

Students are supported by:

- An intensive induction programme at the beginning of the academic session
- A Programme Leader to help students understand the course structure and assessment regulations
- Pastoral care and professional development is provided by personal tutors
- Postgraduate teaching facilities equipped with computers and printers
- Detailed module guides
- Student representatives on programme committees
- Programme administration team
- Canvas, a versatile on-line inter-active intranet and learning environment
- Academic support unit providing one to one and small group workshops
- Attractive modern study environments in a Learning Resources Centre
- Office of the Dean of Students, incorporating Chaplaincy, Counselling and nursery
- Disabled student co-ordinator
- Accommodation for postgraduates
- A medical centre
- A careers and placements service
- The Students' Union

F. Other sources of information

In addition to this Programme Specification, the University publishes guidance to registered students on the programme and its constituent modules:

- A Programme (or Student) Handbook;
- A Definitive Module Document (DMD) for each constituent module;
- A Module Guide for each constituent module.

The [Ask Herts](#) website provides information on a wide range of resources and services available at the University of Hertfordshire including academic support, accommodation, fees, funding, visas, wellbeing services and student societies.

As a condition of registration, all students of the University of Hertfordshire are required to comply with the University's rules, regulations and procedures. These are published in a series of documents called 'University Policies and Regulations' (UPRs). The University requires that all students consult these documents which are available on-line, on the UPR web site, at: <http://www.herts.ac.uk/secreg/upr/>. In particular, [UPR SA07](#) 'Regulations and Advice for Students' Particular Attention - Index' provides information on the UPRs that contain the academic regulations of particular relevance for undergraduate and taught postgraduate students.

In accordance with section 4(5) of the Higher Education and Research Act 2017 (HERA), the UK Office for Students (OfS) has registered the University of Hertfordshire in the register of English higher education providers. The Register can be viewed at: <https://www.officeforstudents.org.uk/advice-and-guidance/the-register/the-ofs-register/>. Furthermore, the OfS has judged that the University of Hertfordshire delivers consistently outstanding teaching, learning and outcomes for its students. It is of the highest quality found in the UK. Consequently, the University received a Gold award in the 2018 Teaching Excellence and Student Outcomes (TEF) exercise. This award was made in June 2018 and is valid for up to 3 years. The TEF panel's

report and conclusions can be accessed at: <https://www.officeforstudents.org.uk/advice-and-guidance/teaching/tef-outcomes/#/provider/10007147>

Entry requirements

The normal entry requirements for the programme are:

The normal entry requirements for the programme vary slightly depending on the pathway selected.

For the MSc Occupational Psychology:

A 2:1 UK Honours degree (or overseas equivalent) in Psychology.

If students do not have the above requirements, but relevant work experience (equivalent to one year full time or two years part time) or evidence of working at a 2:1 standard, they will be invited to apply, and each case will be considered by the Programme Leader. The criteria used to assess suitability are likely to be:

- Any psychology relevant qualification obtained such as a Higher national Diploma
- Relevance of previous work experience to the programme
- Any recent CPD undertaken
- Academic writing skills
- Critical analysis and critical reflection skills
- Communication skills
- Data analysis skills

For the MSc Business Psychology:

A 2:1 UK Honours degree (or overseas equivalent) in a related area (business or social sciences). If students do not have the above requirements, but relevant work experience (equivalent to one year full time or two years part time) or evidence of working at a 2:1 standard, they will be invited to apply and each case will be considered by the Programme Leader. The criteria used to assess suitability are likely to be the following:

- Any psychology relevant qualification obtained such as a Higher national Diploma
- Relevance of previous work experience to the programme
- Any recent CPD undertaken
- Academic writing skills
- Critical analysis and critical reflection skills
- Communication skills
- Data analysis skills

Students applying for the programme outside of the UK will be expected to have a minimum IELTS score of 6.5 overall and in each band and may be required to submit a piece of written work or undertake an online interview. The written work and interview are intended to assess their interest in the field, their reflexive capability, critical thinking and communication skills.

The programme is subject to the University's Principles, Policies and Regulations for the Admission of Students to Undergraduate and Taught Postgraduate Programmes (in [UPR SA03](#)), along with associated procedures. These will take account of University policy and guidelines for assessing accredited prior certificated learning (APCL) and accredited prior experiential learning (APEL).

If you would like this information in an alternative format please contact:
icadmin@herts.ac.uk OR askherts@herts.ac.uk

If you wish to receive a copy of the latest Programme Annual Monitoring and Evaluation Report (AMER) and/or the External Examiner's Report for the programme, please email a request to aqo@herts.ac.uk

MSc Occupational Psychology

Table 2a: Development of Intended Programme Learning Outcomes in the Constituent Modules

This map identifies where the programme learning outcomes are assessed in the constituent modules. It provides (i) an aid to academic staff in understanding how individual modules contribute to the programme aims (ii) a checklist for quality control purposes and (iii) a means to help students monitor their own learning, personal and professional development as the programme progresses.

		Programme Learning Outcomes (as identified in section 1 and the following page)																												
		Knowledge & Understanding							Intellectual Skills						Practical Skills							Transferable Skills								
Module Title	Module Code	A1	A2	A3	A5	A6	A7	A8	B1	B2	B3	B4	B5	B6	C1	C2	C3	C4	C5	C6	C7	C8	D1	D2	D3	D4	D5	D6	D7	D8
The Workplace and Psychology	7LMS2022	x		x	x	x	x	x	x	x	x		x	x		x	x				x		x	x	x	x	x			x
Learning, Training and Development	7LMS0117	x		x		x	x	x	x	x	x		x	x	x	x	x	x			x	x	x	x	x		x			x
Culture, Change and Leadership	7LMS2023	x		x		x	x		x	x			x	x		x	x				x		x	x	x	x	x			x
Mixed Methods Research Principles	7LMS2024	x	x			x	x	x	x	x	x	x		x		x	x		x	x	x		x		x		x		x	x
Performance Management in the Workplace (HHOCC only)	7LMS0239	x		x		x	x	x	x	x	x		x	x	x	x	x	x			x	x	x	x	x		x			x
Mixed Methods Research Skills	7LMS2025	x	x			x	x	x	x		x	x		x		x	x		x	x	x	x	x	x	x	x		x		x
Consulting and Professional Skills	7LMS2027	x		x	x	x	x	x	x	x	x		x	x	x	x	x	x			x	x	x	x	x		x	x		x
Well-Being, Engagement and Motivation	7LMS2026	x		x		x	x		x	x			x	x		x	x				x		x	x	x	x	x			x
Psychological Assessment at Work	7LMS0121	x		x	x	x	x	x	x	x	x		x	x	x	x	x	x			x		x	x	x	x	x			x
Reflexive Practice in psychology (HHOCC only)	7LMS2028	x			x	x	x			x			x	x	x	x	x				x	x	x	x	x	x	x	x		x
Applied Psychology Project	7LMS2029	x	x	x		x	x		x	x	x	x	x	x		x	x	x	x	x	x		x	x	x	x	x	x	x	x

MSc Business Psychology

Table 2b: Development of Intended Programme Learning Outcomes in the Constituent Modules

This map identifies where the programme learning outcomes are assessed in the constituent modules. It provides (i) an aid to academic staff in understanding how individual modules contribute to the programme aims (ii) a checklist for quality control purposes and (iii) a means to help students monitor their own learning, personal and professional development as the programme progresses.

		Programme Learning Outcomes (as identified in section 1 and the following page)																											
		Knowledge & Understanding								Intellectual Skills						Practical Skills							Transferable Skills						
Module Title	Module Code	A1	A2	A3	A4	A6	A7	A8	B1	B2	B3	B4	B5	B6	C1	C2	C3	C4	C5	C6	C7	D1	D2	D3	D4	D5	D6	D7	D8
The Workplace and Psychology	7LMS2022	x		x	x	x	x	x	x	x	x		x	x		x	x				x	x	x	x	x	x			x
Learning, Training and Development	7LMS0117	x		x		x	x	x	x	x	x		x	x	x	x	x	x			x	x	x	x		x			x
Culture, Change and Leadership	7LMS2023	x		x		x	x		x	x			x	x		x	x				x	x	x	x	x	x			x
Principles of Mixed Methods Research	7LMS2024	x	x			x	x	x	x	x	x	x		x		x	x		x	x	x	x		x		x		x	x
Individual differences and Conceptual/Historical Issues in Psychology (HHBPSYM only)	7PSY0076	x							x		x			x		x	x				x	x		x		x			x
Mixed Methods Research in Practice	7LMS2025	x	x			x	x	x	x		x	x		x		x	x		x	x	x	x	x	x		x		x	x
Consulting and Professional Skills	7LMS2027	x		x	x	x	x	x	x	x	x		x	x	x	x	x	x			x	x	x	x		x	x		x
Well-Being, Engagement and Motivation	7LMS2026	x		x		x	x		x	x			x	x		x	x				x	x	x	x	x	x			x
Psychological Assessment at Work	7LMS0121	x		x	x	x	x	x	x	x	x		x	x	x	x	x	x			x	x	x	x	x	x			x
HRM for Psychologists (HHBPSYM only)	7LMS0137	x		x	x	x	x		x	x	x			x	x	x	x	x			x	x	x	x	x	x			x
Applied Psychology Project	7LMS2029	x	x	x		x	x		x	x	x	x	x	x		x	x	x	x	x	x	x	x	x	x	x	x	x	x

KEY TO PROGRAMME LEARNING OUTCOMES

Knowledge and Understanding

- A1. Critically apply psychological theories to current workplace and organisational issues
- A2. A comprehensive understanding of mixed methods research approaches in an applied setting
- A3. A systematic understanding of a range of practices, approaches, research and debates in business and organisations
- A4. For Business Psychology Students: a systematic understanding of knowledge relevant to the field of Business Psychology, and a critical awareness of problems and/or new insights in Business Psychology
- A5. For Occupational Psychology Students: a systematic understanding of the professional standards, in particular the DOP standards for Occupational Psychology and a critical awareness of current problems and/or new insights in Occupational Psychology
- A6. Ethical principles underpinning the practice and research in the industry
- A7. Critically appraise equality, diversity and inclusion issues in the workplace
- A8. Advance knowledge and understanding of skills required for workplace interventions

Intellectual Skills

- B1. Analyse complex people related issues in the workplace linking to psychological theory and practice
- B2. Make evidence-based recommendations to address organisational and business issues
- B3. Problem solving and decision making, evaluating complex issues arising from the research, practices, approaches and debates in the discipline
- B4. Plan, organise and effectively run applied psychology research
- B5. Critically evaluate the evidence base of models of assessment and interventions in organisations
- B6. Demonstrate self-direction and originality in tackling and solving problems, and acting autonomously in planning and implementing tasks in a professional manner

Practical Skills

- C1. Practise and apply skills for workplace interventions (e.g. interviewing, coaching)
- C2. Exercise initiative and personal responsibility
- C3. Utilise independent learning for continuing professional development
- C4. Make decisions and evidence-based recommendations in relation to unpredictable and ambiguous situations
- C5. Plan, organise and carry out applied research
- C6. Deal with the practical constraints of applied research
- C7. Communicate evaluations and recommendations in a manner appropriate to the audience.
- C8. Learn through reflection on practice and experience

Transferable Skills

- D1. Communicate effectively both orally and in writing
- D2. Demonstrate sensitivity to diversity in people and different situations
- D3. Collaborate and work effectively within a team
- D4. Present and support an extended argument
- D5. Manage time effectively and work to deadlines
- D6. Networking and developing effective professional relationships
- D7. Effectively use related information technology
- D8. Take responsibility for own learning and continuing professional development

Section 2

Programme management

Relevant QAA subject benchmarking statements	Psychology
Type of programme	Taught postgraduate
Date of validation/last periodic review	February 21
Date of production/ last revision of PS	March 2021
Relevant to level/cohort	Level 7 entering September 2021
Administrative School	School of Life and Medical Sciences

Table 3 Course structure

Course details		
Course code	Course description	HECOS
HHOCC	MSc Occupational Psychology	100950
HHBPSYM	MSc Business Psychology	100954