

Title of Programme: MSc Industrial and Work Psychology

Programme Code: LMIWP

# Programme Specification

This programme specification is relevant to students entering:  
25 September 2023

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.

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## Summary of amendments to the programme

Date	Section	Amendment

If you have any queries regarding the changes please email [AQO@herts.ac.uk](mailto:AQO@herts.ac.uk)

# Programme Specification

## MSc Industrial and Work Psychology

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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

<b>Awarding Institution/Body</b>	University of Hertfordshire
<b>Teaching Institution</b>	University of Hertfordshire
<b>University/partner campuses</b>	College Lane
<b>Programme accredited by</b>	Association for Business Psychology British Psychological Society (MSc Occupational Psychology only)
<b>Final Award (Qualification)</b>	MSc
<b>All Final Award titles</b>	MSc Occupational Psychology
<b>(Qualification and Subject)</b>	MSc Business Psychology
<b>FHEQ level of award</b>	7

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#### A. Programme Rationale

This programme applies psychological principles to the workplace. It is designed to help students acquire the skills to develop evidence-based solutions for workplace issues and focuses on developing reflexivity, problem-solving skills, and rigour in research.

There are two pathways within the programme. One pathway (MSc Occupational Psychology) is designed to provide Stage 1 for charterhip in occupational psychology and therefore will appeal to those with a background in psychology and keen to enhance their skills and qualifications as a psychologist. The second pathway (MSc Business Psychology) is designed for those who wish to apply the principles of psychology to the workplace and will appeal to those who may have some work experience or a different academic background.

There are modules common to both pathways and students learn together and share their knowledge and skills from a range of backgrounds. These modules are an introductory module, The Workplace and Psychology, Psychological Assessment at Work, Learning Training and Development, Culture Change and Leadership, Wellbeing Engagement and Motivation, Consulting and Professional Skills, and Mixed Methods Research. Each pathway then has additional modules designed to support the different learning outcomes – those seeking stage one charterhip with the MSc Occupational Psychology will complete the Reflexive Practice module that helps them understand the charterhip process and develop skills to support stage two. They also complete the Performance Management module providing an opportunity to develop an evidence-based intervention. Those on the MSc Business Psychology pathway and whose background is not psychology focussed will undertake the module Conceptual & Historical Issues in Psychology to gain a deeper understanding of psychological principles and Human Resource Management for Psychologists which allows them to review business practices through the lens of psychology.

Students on both pathways will complete their studies by undertaking an independent project in applied psychology – this will be a project in or for an organisation. The findings will be delivered in the form of a dissertation and a report for organisations.

Both pathways are accredited by the Association for Business Psychology and allow students a year's free membership of the association. This provides them with networking and knowledge-sharing opportunities. The MSc Occupational Psychology is also accredited by the British Psychological Society and provides stage one for charterhip.

The programme team prides itself on the practical application of theory and focuses on developing collaborative skills, essential for working in the field. 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.

The programme has been carefully designed to develop and build both knowledge and practical skills. It reflects our Herts Learning principles:

1. A coherent design, as confirmed by our accrediting bodies
2. Prioritising student learning, through formative feedback opportunities and personal tutoring
3. Building a community, in our highly interactive teaching and networking with employers and alumni
4. Harnessing technology, in our assessments, workshops, and practical sessions
5. Offering opportunities for personalisation, in our individual project and assignment topics.

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## B. Educational Aims of the Programme

### Diversity and Inclusion

Our programmes are purposefully designed to enable all students to engage meaningfully with the curriculum by being accessible and representative. We will support students to shape their learning experience, removing barriers and enabling them to succeed. The curriculum explicitly includes multiple and representative perspectives, valuing collective identities and individual diversity. Learning, teaching and assessment activities help students to understand how they can enhance outcomes both for themselves and for others. All students belong to a learning community, and during their studies we really want to hear their voices, encourage them to listen to others, and express themselves.

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 the 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 a workplace setting
- Apply ethical, legal and professional practice frameworks

### Graduate Attributes

Our graduates will be capable and professional, creative and enterprising, and will build their social and global awareness throughout. In addition to their subject expertise and proficiency, as a University of Hertfordshire graduate, they will be:

- Professionally focused
- Globally minded
- Sustainability driven
- Digitally capable and confident
- Inclusive and collaborative
- Evidence based and ethical

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## 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 (2021) have been used as a guiding framework for curriculum design.

Knowledge and Understanding:	Teaching/learning methods & strategies	Assessment
<p>A1-Critically apply psychological theories to current workplace issues</p> <p>A2-A comprehensive understanding of mixed methods research approaches</p> <p>A3-A systematic understanding of a range of practices, research, and debates in business</p> <p>A4-For Business Psychology: a systematic understanding of knowledge relevant to the field and critical awareness of insights from business psychology</p> <p>A5-For Occupational Psychology: a systematic understanding of the professional standards, in particular, the DOP standards for Occupational Psychology and a critical awareness of current workplace issues</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>	<p>Acquisition of knowledge and understanding is through a combination of lectures, workshops, practicals, presentations, self-study, coursework, and an independent dissertation. Some of these elements can be delivered online [A1 -A7].</p> <p>Additional support focusing on current issues, interventions and professional standards [A1 A3 A4 A6 and A7] is provided by:</p> <ul style="list-style-type: none"> <li>• Access to subject group seminars where industry expertise is shared, and research outcomes are disseminated</li> <li>• One-to-one sessions with supervisors</li> </ul> <p>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.</p> <p>Additional study skills support is provided by the Academic Support Unit and in personal tutoring sessions.</p>	<p>Knowledge and understanding are assessed through a range of assessments:</p> <ul style="list-style-type: none"> <li>• Presentations [A1 A3 A5 A6 A7]</li> <li>• Intervention design [A2 A3 A7]</li> <li>• Case study analysis [A1 A3 A5 A6]</li> <li>• Essays [A1 A3 A6]</li> <li>• Multiple choice questions [A2 A4 A7]</li> <li>• Simulation exercises [A4 A7]</li> <li>• Reflection report [A1 A3 A5 A7]</li> <li>• Skills portfolio [A7]</li> <li>• Research proposal [A2]</li> <li>• Applied Psychology Project [A2 A1]</li> </ul>
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</p>	<p>Intellectual skills are developed through methods and strategies outlined in section A above and in particular:</p> <ul style="list-style-type: none"> <li>• B1 and B5 are explored in seminar discussions and lectures</li> <li>• B2 is examined in examples and further developed in practical activities</li> </ul>	<p>Intellectual skills are assessed through:</p> <ul style="list-style-type: none"> <li>• Case studies [B1 B2 B5]</li> <li>• Presentations [B1 B2 B3 B6]</li> <li>• Multiple choice questions [B1 B4 B5]</li> <li>• Intervention design [B1 B2 B3 B5 B5]</li> </ul>

<p>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>	<ul style="list-style-type: none"> <li>• B3 is further developed through working on case studies, discussions in seminars and group work activities</li> <li>• B4 is discussed in class and extended through independent study</li> <li>• B6 is discussed at induction and throughout the workshops and seminars, developed further through assignments and workshops</li> </ul> <p>Throughout, the learner is encouraged to develop intellectual skills further by independent study.</p>	<ul style="list-style-type: none"> <li>• Essay [B1 B2 B5]</li> <li>• Research proposal [B3 B4 B5]</li> <li>• Applied Psychology Project [B2 B3 B4 B5 B6]</li> <li>• Reflection report [B6 B5 ]</li> </ul>
Practical skills:	Teaching/learning methods & strategies	Assessment
<p>C1-Practise and apply skills for workplace interventions (e.g. interviewing, coaching)</p> <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>Practical skills are developed through workshops and students are encouraged to continue practice independently. The research project provides 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"> <li>• C1 C2 C6 C7 are introduced at induction, discussed in lectures and opportunity to try out elements in the workshops</li> <li>• C3 C8 is discussed in workshops and encouraged outside of formal classes, with initial frameworks provided</li> <li>• C4 C5 C7 C8 is discussed in workshops and supervision</li> </ul> <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>	<p>Practical skills are assessed through</p> <ul style="list-style-type: none"> <li>• Simulation exercises [C1 C7 C8]</li> <li>• Applied Psychology Project [C2 C3 C5 C6]</li> <li>• Intervention design and delivery [C1 C2 C4]</li> <li>• Presentations [C1 C2 C4 C7]</li> <li>• Reflection report [C1 C2 C3 C7 C8]</li> <li>• Skills portfolio [C1 C3 C7 C8]</li> </ul>
Transferable skills:	Teaching/learning methods & strategies	Assessment

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	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). <ul style="list-style-type: none"> <li>• D1 D2 are developed through seminar discussions, individual presentations and peer teaching</li> <li>• D2 D3 are developed through group work in class and for assignments</li> <li>• D4 D5 D8 are developed in supervisor discussions and seminars</li> <li>• D7 is developed initially in workshops and extended by independent practice and discussions with supervisors</li> <li>• D6 is developed in personal tutoring, guest tutor sessions and the research project</li> </ul>	Transferable skills are assessed through <ul style="list-style-type: none"> <li>• Simulation exercises</li> <li>• Intervention design and delivery</li> <li>• Presentations D1 D4 D5</li> <li>• Essays D4</li> <li>• Applied Psychology Project report</li> <li>• Skills portfolio</li> <li>• Peer feedback [D2 D3]</li> </ul>
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## D. Programme Structures, Features, Levels, Modules, and Credits

Both pathways are offered in full-time mode (1 year) or in a part-time module (2-3 years). All modules must be completed within 5 years of starting the course. Entry is normally at Masters (7) level (with related degree qualifications).

Part-time students select which modules they study each year – all students should complete The Workplace and Psychology module in their first semester and the Applied Psychology Project module should be completed after all the taught modules. The Mixed Methods Principles module should normally be completed before the Mixed Methods Skills module.

Intake is once a year for semester A beginning in September. Students must attend the induction week for the programme where essential information is shared to set them up for success.

### Professional and Statutory Regulatory Bodies

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

Both pathways, MSc Business Psychology and MSc Occupational Psychology are accredited by the Association for Business Psychology (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 1b 1c 1d) 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

**Mode of study** Full-time

**Entry point** Semester A

<b>Compulsory Modules</b> Module Title	Module Code	Credit Points	% Test	% Examination	% Coursework	% Practical	Semesters
The Workplace and Psychology	7LMS2022	15	0	0	100	0	A
Learning Training and Development *	7LMS0117	15	10	0	90	0	A
Culture Change and Leadership *	7LMS2023	15	0	0	70	30	A
Wellbeing Engagement and Motivation *	7LMS2026	15	0	0	100	0	A
Performance Management in the Workplace	7LMS0239	15	0	0	70	30	A
Mixed Methods Research Principles	7LMS2024	15	0	0	0	100	A
Mixed Methods Research Skills	7LMS2025	15	0	0	0	100	B
Psychological Assessment at Work *	7LMS0121	15	20	0	0	80	B
Consulting and Professional Skills	7LMS2027	15	0	0	60	40	B
Reflexive Practice in Psychology	7LMS2028	15	0	0	90	10	B
Applied Psychology Project *	7LMS2029	30	0	0	90	10	BC

Table 1b Outline Programme Structure – MSc Occupational Psychology Pathway

**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.

<b>YEAR ONE</b> <b>MSc Occupational Psychology</b> Module Title	Module Code	Credit Points	% Test	% Examination	% Coursework	% Practical	Semesters
The Workplace and Psychology	7LMS2022	15	0	0	100	0	A
Performance Management in the Workplace	7LMS0239	15	0	0	70	30	A
Consulting and Professional Skills	7LMS2027	15	0	0	60	40	B
Psychological Assessment at Work	7LMS0121	15	20	0	0	80	B
<b>YEAR TWO</b> <b>MSc Occupational Psychology</b> Module Title	Module Code	Credit Points	% Test	% Examination	% Coursework	% Practical	Semesters
Culture Change and Leadership *	7LMS2023	15	0	0	70	30	A
Mixed Methods Research Principles	7LMS2024	15	0	0	0	100	A

Mixed Methods Research Skills	7LMS2025	15	0	0	0	100	B
Reflexive Practice in Psychology	7LMS2028	15	0	0	90	10	B
	Module Code	Credit Points	% Test	% Examination	% Coursework	% Practical	Semesters
<b>YEAR THREE</b>							
<b>MSc Occupational Psychology</b>							
Module Title							
Learning Training and Development *	7LMS0117	15	10	0	90	0	A
Wellbeing Engagement and Motivation *	7LMS2026	15	0	0	0	100	A
Applied Psychology Project	7LMS2029	30	0	0	90	10	BC

**Table 1c Outline Programme Structure – MSc Business Psychology Pathway**

**Mode of study** Full-time

**Entry point** Semester A

	Module Code	Credit Points	% Test	% Examination	% Coursework	% Practical	Semesters
<b>Compulsory Modules</b>							
Module Title							
The Workplace and Psychology	7LMS2022	15	0	0	100	0	A
Learning Training and Development *	7LMS0117	15	10	0	90	0	A
Culture Change and Leadership *	7LMS2023	15	0	0	70	30	A
Wellbeing Engagement and Motivation *	7LMS2026	15	0	0	0	100	A
Conceptual & Historical Issues in Psych	7PSY0076	15	0	0	100	0	A
Mixed Methods Research Principles	7LMS2024	15	0	0	0	100	A
Mixed Methods Research Skills	7LMS2025	15	0	0	0	100	B
Psychological Assessment at Work *	7LMS0121	15	20	0	0	80	B
Consulting and Professional Skills	7LMS2027	15	0	0	60	40	B
HRM for Psychologists	7LMS0137	15	0	0	50	50	B
Applied Psychology Project *	7LMS2029	30	0	0	90	10	BC

**Table 1d Outline Programme Structure – MSc Business Psychology Pathway**

**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.

	Module Code	Credit Points	% Test	% Examination	% Coursework	% Practical	Semesters
<b>YEAR ONE</b>							
<b>MSc Business Psychology</b>							
Module Title							
The Workplace and Psychology	7LMS2022	15	0	0	100	0	A
Conceptual and Historical Issues in Psychology	7PSY0076	15	0	0	100	0	A
Consulting and Professional Skills	7LMS2027	15	0	0	60	40	B



Psychological Assessment at Work	7LMS0121	15	20	0	0	80	B
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## YEAR TWO

### MSc Business Psychology

Module Title	Module Code	Credit Points	% Test	% Examination	% Coursework	% Practical	Semesters
Culture Change and Leadership *	7LMS2023	15	0	0	70	30	A
Mixed Methods Research Principles	7LMS2024	15	0	0	0	100	A
Mixed Methods Research Skills	7LMS2025	15	0	0	0	100	B
Human Resource Management for Psychologists	7LMS0137	15	0	0	50	50	B

## YEAR THREE

### MSc Business Psychology

Module Title	Module Code	Credit Points	% Test	% Examination	% Coursework	% Practical	Semesters
Learning Training and Development *	7LMS0117	15	10	0	90	0	A
Wellbeing Engagement and Motivation *	7LMS2026	15	0	0	0	100	A
Applied Psychology Project	7LMS2029	30	0	0	90	10	BC

The award of an MSc requires 180 credit points passed at level 7, including the Applied Psychology Project.

Table 1b 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)
MSc	Occupational Psychology	180 credit points including at least 150 at level 7	3 Semesters (for F/T students)	All programme learning outcomes except A4 (see Table 2)
MSc	Business Psychology	180 credit points including at least 150 at level 7	3 Semesters (for F/T students)	All programme learning outcomes except A5 and C8 (see Table 2)
Interim Award	Award Title	Minimum requirements	Available at end of (normally):	Programme Learning Outcomes developed (see above)
Postgraduate Diploma	Industrial and Work Psychology	120 credit points, including at least 90 at level 7	2, 3 Semesters	A1. A3. A6. A7. A8. B1. B2. B3. B5. C1. C2. C3. C4. C7. D1. D2. D3. D5. D7. D8.
Postgraduate Certificate	Industrial and Work Psychology	60 credit points, including at least 45 at level 7	1-2 Semesters	A1. A3. A7. B1. B2. B3. C1. C3. C7. D1. D2. D4. D5. <i>For untitled awards:</i> See UPR AS11, section 13: <a href="http://sitem.herts.ac.uk/secreg/upr/AS11.htm">http://sitem.herts.ac.uk/secreg/upr/AS11.htm</a>

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.

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## Programme-specific assessment regulations

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

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

Further points of clarification and interpretation relevant to this specific programme are given below:

- Attendance at workshops is required for skills practice, coursework, and group work. Students may be required to re-enrol on modules where attendance has not met the requirements.

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## 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 induction week at the beginning of each new academic session
- Overseas Orientation
- You will have a personal tutor who will be an important point of contact, able to help you gain a good understanding of the School and programme you are studying
- A substantial Student Centre that provides advice on issues such as finance, University regulations, legal matters, accommodation, international student support, etc
- Office of Dean of Students, Student Wellbeing (incorporating Counselling, Mental Health and Disability Support), Chaplaincy, and Day Nursery
- A versatile on-line inter-active intranet and learning environment
- Guided student-centred learning on Canvas module sites
- Access to extensive digital and print collections of information resources
- Attractive modern study environments in 2 Learning Resources Centres
- Student Success Hubs, which include a Mathematics Drop-in Centre
- Medical Centre
- University Disability Advisors
- Careers and Employment Service
- Hertfordshire Student's Union
- Dedicated programme site
- School of Life and Medical Sciences Academic Support Unit

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## 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 dedicated programme site
- A Definitive Module Document (DMD) 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/>.

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## G. Entry requirements

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).

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If you would like this information in an alternative format please contact:  
[ICAQ@herts.ac.uk](mailto:ICAQ@herts.ac.uk)

If you wish to receive a copy of the latest External Examiner's Report for the programme, please email a request to [aqo@herts.ac.uk](mailto:aqo@herts.ac.uk)

## MSc Occupational Psychology

**Table 2: 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	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			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			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
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		X
Well-Being, Engagement and Motivation	7LMS2026	X		X		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	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	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	X	X

## MSc Business Psychology

**Table 2: 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	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			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			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
Conceptual and Historical issues in Psychology (HHBPSYM only)	7PSY0076	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		X
Well-Being, Engagement and Motivation	7LMS2026	X		X		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	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	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	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: 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: 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

### 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

- 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

- 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



### Table 3: Development of Graduate Attributes in the Constituent Modules

This map identifies where the Graduate Attributes are delivered in the constituent modules. It provides (i) an aid to academic staff in understanding how individual modules contribute to the development of the Graduate Attributes (ii) a checklist for quality control purposes and (iii) a means to help students monitor their own personal and professional development as the programme progresses. [Note that there is no requirement for the Graduate Attributes to be assessed through these modules]

D = Delivered

Module Title	Module Code	Professionally Focused	Globally Minded	Sustainability Driven	Digitally capable & confident	Inclusive and collaborative	Evidenced based and Ethical
The Workplace and Psychology	7LMS2022		D	D			D
Learning Training and Development	7LMS0117	D			D	D	D
Culture Change and Leadership	7LMS2023	D	D	D		D	
Wellbeing Engagement and Motivation	7LMS2026		D	D			D
Mixed Methods Research Principles	7LMS2024	D			D		D
Mixed Methods Research Skills	7LMS2025	D			D		D
Consulting and Professional Skills	7LMS2027	D				D	D
Applied Psychology Project	7LMS2029	D		D	D		D
Psychological Assessment at Work	7LMS0121	D		D			D
Conceptual & Historical Issues in Psych	7PSY0076				D	D	D
HRM for Psychologists	7LMS0137	D	D	D		D	D
Reflexive Practice in psychology	7LMS2028	D			D		D
Performance Management in the Workplace	7LMS0239	D		D			D

## Section 2

### Programme management

**Relevant QAA subject benchmarking statements**

**Type of programme**

**Date of validation/last periodic review**

**Date of production/ last revision of PS**

**Relevant to level/cohort**

**Administrative School**

**Language of Delivery**

Psychology

Taught Postgraduate

February 23

March 21

Level 7 entering September 2023

School of Life and Medical Sciences

English

**Table 4 Course structure**

Course details			
Course Code	Course Description	HECOS	UCAS
HHOCC	MSc Occupational Psychology	C811	UCAS Code(s)/N/A
HHBPSYM	Msc Business Psychology	C815	UCAS Code(s)/N/A