

Title of Programme: MSc Business Occupational and Work Psychology

Programme Code: HMBOWPM

Programme Specification

This programme specification is relevant to students entering:
22 September 2025

Associate Dean of School (Academic Quality Assurance):
Kate Cady

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 Business Occupational and Work 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	College Lane
Programme accredited by	British Psychological Society Association of Business Psychology
Final Award (Qualification)	MSc
All Final Award titles	Business Occupational and Work Psychology
(Qualification and Subject)	Business Occupational and Work Psychology with Extended Professional Practice Business Occupational and Work Psychology with Advanced Project
FHEQ level of award	7

A. Programme Rationale

This programme has been designed to equip students with the psychological expertise needed to enhance workplace performance, employee well-being and organisational effectiveness. Rooted in an evidence-based practice approach, the programme emphasises theoretical knowledge, practical applications and evaluation. Students are prepared for careers in business psychology, human resources, talent management, organisational development, management consulting and other business-related fields.

The programme enables students to apply for certification as a Business Psychologist, and it provides stage one for Chartership as an Occupational Psychologist.

The programme team prides itself on the practical application of theory and a focus on developing collaborative and reflexive skills. Most of the team are actively involved in both consultancy and research, which informs the teaching and assessments.

The MSc 'with Extended Professional Practice' award provides students with the opportunity of a work placement that extends the focus on practical application and professional experience. Students selecting this option will extend their programme to two years and complete a full-time work placement approved by the Careers and Placement team. This allows students to gain valuable work experience and demonstrate reflexive skills – enhancing self-awareness and illustrating the application of theory in practice.

The MSc 'with Advanced Project' aims to develop key employment and professional development skills that students will need to seek employment. Modules in this award will focus on delivering successful projects and developing strategies for successful employment after graduation.

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 knowledge and understanding to equip them for the next stage of their career be that within organisations, management, consulting or as an Occupational/Business Psychologist
- Provide Stage 1 Chartership as Occupational Psychologist (note, for Stage 2, the British Psychological Society also requires Graduate Basis for Chartership (GBC) at the undergraduate level)
- Provide eligibility for Certified Business Psychologist status with the Association of Business Psychologists
- Develop a critical understanding of how psychological knowledge and theory can be applied by business psychologists, through the use of real-life case studies and authentic assessments.
- 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
- Apply ethical, legal and professional practice frameworks
- Provide valuable work experience (MSc with Extended Professional Practice)

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

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 in 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
A1. Critically apply psychological theories to current workplace and organisational issues A2. Synthesise a range of approaches, practices and debates to create appropriate solutions A3. Appraise skills required for workplace interventions A4. Critically scrutinise and debate ethical principles and	Acquisition of knowledge and understanding is through a combination of lectures, seminars, workshops, practical, dissertation, presentations, self-study and coursework. Some of these elements can be delivered online [A1 – A6]. Additional support, focusing on current issues, interventions and professional standards is provided by online and in person networking opportunities. Staff	Knowledge and understanding are assessed through a range of assessments including: Presentations, Intervention design, Case study analysis, Critical essays, Multiple choice questions, Simulation exercises, Reflection report, Skills portfolio and Applied research dissertation.

standards underpinning the practice and research in the industry A5. Select and apply appropriate mixed methods research approaches to a workplace setting A6. Demonstrate in-depth knowledge and understanding of skills and strategies required to deliver workplace interventions	will also deploy a range of learning strategies for each module, this varies depending on the subject nature. Throughout, the learner is encouraged to undertake independent study both to supplement and consolidate what is being taught/learnt and to broaden their individual knowledge and understanding of the subject.	
Intellectual skills:	Teaching/learning methods & strategies	Assessment
B1. Analyse complex people-related workplace issues, linking to psychological theory and practice B2. Make evidence-based recommendations to address organisational and business issues B3. Evaluate multifaceted and ambiguous issues arising from the research, practices, approaches and debates in the discipline B4. Critically evaluate the evidence base of organisational interventions B5. Evaluate the implications of recommendations and policies For students on the Advanced Project award only: B6. Application of the relevant skills and techniques to deliver workplace projects	Intellectual skills (B1-B5) are developed throughout the programme by the methods and strategies outlined in section A above. Analysis, problem solving and intervention evaluation are further developed through case studies, class discussions and assessments. Application of skills and techniques for workplace projects (B6) is further developed through practical activities and tutorial sessions. Throughout, the learner is encouraged to develop intellectual skills further by independent study.	Intellectual skills (B1-6) are assessed through: Case studies, Presentations, Multiple choice questions, Intervention design, Essays, Research proposal, Applied Research Dissertation and Reflection reports.
Practical skills:	Teaching/learning methods & strategies	Assessment
C1. Practice and apply skills for workplace interventions (e.g. interviewing, coaching) C2. Exercise initiative, personal responsibility and decision-making C3. Plan, organise and carry out applied research	Practical skills are developed through workshops and students are encouraged to continue practice independently. The research project provides opportunity to put learning into practice. Skills (C1-5) are developed through the programme in the practical and simulation activities and the supervision of projects.	Practical skills are assessed through: Simulation exercises, Applied Research Dissertation, Intervention design and delivery, Presentations, Reflection reports and Skills portfolio.

<p>C4. Learn through reflection on practice and experience</p> <p>C5. Tailor communications and recommendations appropriately for different audiences</p> <p>For those on the Extended Professional Practice award only:</p> <p>C6. Develop practical, technical and communication skills within a workplace environment</p>	<p>C6 will be developed through the work experience placement</p> <p>Formative and summative feedback is provided for students.</p> <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>	
Transferable skills:	Teaching/learning methods & strategies	Assessment
<p>D1. Communication – convey information effectively both orally and in writing</p> <p>D2. Teamwork - collaborate and work effectively within a team</p> <p>D3. Problem solving – creating solution for workplace issues</p> <p>D4. Time management – organising work and meeting deadlines</p> <p>D5. Influencing - present an argument, providing the evidence base for conclusions</p> <p>D6. Networking - developing effective professional relationships</p> <p>D7. Reflexivity – developing self-awareness and curious reflection</p> <p>D8. Information Technology – effectively use related technology and software</p>	<p>Transferable skills are developed through each module and particularly in the modules: Evidence Based Practice, Mixed Methods Research, the Consulting and Psychological Assessment and the Work Placement.</p> <p>D1 D2 are developed through seminar discussions, individual presentations, group activities and peer teaching</p> <p>D3 is developed through case studies and assignments</p> <p>D4 D5 are developed in research project and supervision</p> <p>D6 is developed through research and practical projects and via alumni connections</p> <p>D7 is developed alongside the practical activities across modules</p> <p>D8 is developed within the mixed methods research and applied in the project</p> <p>Throughout, the learner is encouraged to develop transferable skills by maintaining a record of evidence and completing a personal development plan.</p>	<p>Transferable skills are assessed through: Simulation exercises, Intervention design and delivery, Presentations, Essays, Applied research report, Skills portfolio, Peer feedback.</p>

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

The programme is offered in 1 year full time, 2 year full time (with Extended Professional Practice or Advanced Projects) and part time (2 year) modes, and leads to the award of an MSc.

Intake is normally Semester A (September).

Professional and Statutory Regulatory Bodies

Association of Business Psychologists (ABP)

British Psychological Society (BPS)

Work-Based Learning, including Sandwich Programmes

'With Extended Professional Practice' Award

This award offers the opportunity for students to undertake a period of work experience and so develop their understanding and skills within a professional environment. This award normally requires the successful completion of c.30 weeks full-time equivalent placement activity from a maximum of two separate approved placements, neither of which will be normally less than 12 weeks in duration as defined by UPR AS11. Students are supported by Careers and Employment services in finding a placement.

To be eligible to progress onto the "with Extended Professional Practice" award, students must normally pass 120 credits from their year 1 and all semester A modules in that year at first sitting. Students who do not meet these requirements will be transferred to the Advanced project counterpart award. Students who are unable to secure a placement by the cut-off date will also be transferred to the Advanced Project counterpart award.

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

Mode of study Full Time (one year)

Entry point Semester A

	Module Code	Credit Points	% Test	% Examination	% Coursework	% Practical	Semesters
Compulsory Modules							
Module Title							
Evidence Based Practice	7LMS2154	15	40	0	60	0	A
Individuals in the Workplace	7LMS2156	30	20	0	60	20	A
Culture Change and Leadership	7LMS2155	15	0	0	100	0	A
Mixed Methods Research	7LMS2157	15	0	0	0	100	B
Learning Training and Development	7LMS2158	15	10	0	90	0	B
Consulting and Psychological Assessment	7LMS2159	30	20	0	30	50	B
Work Psychology Project	7LMS2160	60	0	0	80	20	BC

The award of an MSc requires 180 credit points passed at level 7.

Mode of study Part Time (two year)

Entry point Semester A

	Module Code	Credit Points	% Test	% Examination	% Coursework	% Practical	Semesters
Compulsory Modules							
Module Title							
YEAR ONE							
Evidence Based Practice	7LMS2154	15	40	0	60	0	A
Culture Change and Leadership	7LMS2155	15	0	0	100	0	A
Learning Training and Development	7LMS2158	15	10	0	90	0	B
Consulting and Psychological Assessment	7LMS2159	30	20	0	30	50	B
YEAR TWO							
Individuals in the Workplace	7LMS2156	30	20	0	60	20	A
Mixed Methods Research	7LMS2157	15	0	0	0	100	B
Work Psychology Project	7LMS2160	60	0	0	80	20	BC

The award of an MSc requires 180 credits, including the Work Psychology Project. Part-time students complete the programme over two years, completing up to 75 credits over a 2-semester academic year followed by up to 105 credits over a 3-semester academic year.

MSc “with Extended Professional Practice” OR “with Advanced Project”

Students completing the MSc with ‘Extended Professional Practice’, or MSc with ‘Advanced Project’ will complete their studies over 2-years. In the first year, students will have classes in University in Semester A and B (as signalled in the boxes below). The Professional Experience and Reflexivity module will support the work placement activity. This module will be embedded within Semester C of the first year, allowing students to start preparing for their placement. The module will continue through to Semester B of the second year.

Students deemed ineligible for this pathway, will be transferred to the counterpart “Advanced Project” programme pathway.

All students will return to the University to complete their Work Psychology Project module in Semester C of the second year.

YEAR 1	SEMESTER A Modules	SEMESTER B Modules	SEMESTER C
YEAR 2	SEMESTER A Work Placement / Employability Projects	SEMESTER B Work Placement / Employability Projects	SEMESTER C Modules

Administration and planning for placement starts in semester C. To be eligible to progress onto the “with Extended Professional Practice” award, students must normally pass 120 credits from their year 1 and all semester A modules in that year at first sitting. Students who do not meet these requirements will be transferred to the Advanced project counterpart award. Students who are unable to secure a placement by the cut-off date will also be transferred to the Advanced Project counterpart award.

Mode of study Full Time (two year with Extended Professional Practice)

Entry point Semester A

Module Title	Module Code	Credit Points	%Test	% Examination	% Coursework	% Practical	Semesters
Compulsory Modules							
YEAR ONE							
Evidence Based Practice	7LMS2154	15	40	0	60	0	A
Individuals in the Workplace	7LMS2156	30	20	0	60	20	A
Culture Change and Leadership	7LMS2155	15	0	0	100	0	A
Mixed Methods Research	7LMS2157	15	0	0	0	100	B
Learning Training and Development	7LMS2158	15	10	0	90	0	B
Consulting and Psychological Assessment	7LMS2159	30	20	0	30	50	B
YEAR TWO							
Professional Experience and Reflexivity	7LMS2174	60	0	0	P/F	0	AB
Work Psychology Project	7LMS2160	60	0	0	80	20	BC

The award of an MSc with Extended Professional Practice requires 240 credit points passed at level 7 including the Work Psychology Project.

Mode of study Full Time (two year with Advanced Project)

Entry point Semester A

	Module Code	Credit Points	% Test	% Examination	% Coursework	% Practical	Semesters
Compulsory Modules							
Module Title							
YEAR ONE							
Evidence Based Practice	7LMS2154	15	40	0	60	0	A
Individuals in the Workplace	7LMS2156	30	20	0	60	20	A
Culture Change and Leadership	7LMS2155	15	0	0	100	0	A
Mixed Methods Research	7LMS2157	15	0	0	0	100	B
Learning Training and Development	7LMS2158	15	10	0	90	0	B
Consulting and Psychological Assessment	7LMS2159	30	20	0	30	50	B
YEAR TWO							
Professional and Reflexive Projects	7LMS2175	60	0	0	0	P/F	AB
Work Psychology Project	7LMS2160	60	0	0	80	20	BC

The award of MSc with Advanced Project requires 240 credit points passed at level 7 including Work 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)
Masters	Business Occupational and Work Psychology	180 credit points	3 Semesters	All programme learning outcomes (see Table 2) with the exception of B6 and C6
Masters	Business Occupational and Work Psychology with Extended Professional Practice	240 credit points	6 semesters	All programme learning outcomes (see Table 2) with the exception of B6
Masters	Business Occupational and Work Psychology with Advanced Project	240 credit points	6 semesters	All programme learning outcomes (see Table 2) with the exception of C6

Interim Award	Award Title	Minimum requirements	Available at end of (normally):	Programme Learning Outcomes developed (see above)
Postgraduate Diploma	Work Psychology	120 credit points, including at least 90 at level 7	2, 3 Semesters	A1 A2 B1 B4 C1 C2 C4 D1 D3 D4 D5
Postgraduate Certificate	Work Psychology	60 credit points, including at least 45 at level 7	1-2 Semesters	<i>For untitled awards:</i> See UPR AS11, section 13: http://sitem.herts.ac.uk/secreg/upr/AS11.htm
Masters	Work Psychology	180 credit points	3 Semesters	All programme learning outcomes (see Table 2) with the exception of B6 and C6

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:

Due to PSRB requirements, no compensation for failed modules is possible.

Points of clarification:

- To be eligible for enrolment onto the 'Professional Experience and Reflexivity work placement module, normally students must pass 120 credits from their year 1 modules and also pass their semester A 60 credits at first sitting. Students who do not meet the requirements for the placement will be transferred from the 'with Extended Professional Practice' award to the corresponding two-year 'with Advanced Project' award.
- Students are responsible for securing their placements. Students are required to secure a placement on or before the School's published deadline. Students who do not secure placements by the deadline will be transferred to the corresponding two year 'with Advanced Project' award
- The work placements are intended to provide hands-on experience in the workplace and support the development of reflexive and reflective skills, applying psychology to work. In that respect, placements can be in a range of work settings and not restricted to only business psychologist employers.
- If your work placement requires you to work with vulnerable adults or children, you will need a DBS check (previously known as the Criminal Record Bureau). It will usually be the person responsible for selecting you for the placement to decide if you should be included in these procedures. It may take some time and needs to be in place prior to starting.
- Students can transfer from the 240 credit award to the 180 credit award. Transfer requests will be considered on a case-by-case basis.
- The award calculation for the MSc with 'Extended Professional Practice' or with 'Advanced Project' will be based on an average of 150 of 180 grade-bearing credits on the programme; the remaining credits from the 'Professional Experience and Reflexivity' [7LMS2174) or 'Professional and Reflexive Project' modules [7LMS2175] are excluded from the calculation as these modules are graded as pass/fail.
- Students cannot progress to their second year 'with Advanced Project' route with more than 60 credits of failed (FREF/DEF/FREN) modules in their first year. Students are permitted to progress to the second year

with trailing failure modules and may only repeat a maximum of 30 credits in Semester A and 30 credits in Semester B.

- Please note the programme is accredited as stage one for chartership in Occupational Psychology. To continue to stage two you must meet the British Psychological Society requirements, including having Graduate Basis for Chartership with your Undergraduate Degree, or equivalent.

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 has overall responsibility for the effective operationalisation of the programme, and ensuring that academic standards are maintained, and an effective student learning experience is provided
- Module Leaders who are responsible for individual modules
- A programme committee, chaired by the Programme leader that includes student representation
- A designated administrative team to deal with day-to-day administration associated with the modules within the programme.

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 programme leader to help students understand the course structure and assessment regulations, the programme leader is also responsible for pastoral care
- Dedicated module sites
- Student representatives on programme committees
- A programme administration team
- A placements tutor to support those completing professional projects and work placements
- 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 Resource Centres
- Student Success Hubs, which include a Mathematics Drop-in Centre
- Medical Centre
- University Disability Advisors
- Careers and Employment
- Hertfordshire Student's Union
- Dedicated programme site

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/>.

G. Entry requirements

The normal entry requirements for the programme are:

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

If your work placement requires you to work with vulnerable adults or children, you will need a DBS check prior to starting the placement (previously known as the Criminal Record Bureau) before commencing placement.

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:
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

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	B1	B2	B3	B4	B5	B6	C1	C2	C3	C4	C5	C6	D1	D2	D3	D4	D5	D6	D7	D8		
Evidence Based Practice	7LMS2154				X	X					X	X				X				X		X					X		
Individuals in the Workplace	7LMS2156	X	X		X			X	X	X	X	X		X			X	X		X		X		X		X			
Culture Change and Leadership	7LMS2155	X	X	X				X		X	X	X					X	X		X	X	X		X					
Mixed Methods Research	7LMS2157				X	X									X	X				X		X					X		
Learning Training and Development	7LMS2158	X	X	X			X		X		X				X		X	X		X		X	X	X		X	X		
Consulting and Psychological Assessment	7LMS2159	X	X	X	X		X	X	X	X	X			X	X			X		X	X	X	X	X	X	X			
Work Psychology Project	7LMS2160	X	X		X	X		X	X	X	X	X			X	X	X	X		X			X	X	X	X	X		
“With Extended Professional Practice” award only																													
Professional Experience and Reflexivity	7LMS2174			X	X					X				X	X		X	X	X	X		X	X		X	X			
“With Advanced Project” award only																													
Professional and Reflexive Projects	7LMS2175	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. Synthesise a range of approaches, practices and debates to create appropriate solutions
- A3. Appraise skills required for workplace interventions
- A4. Critically scrutinise and debate ethical principles and standards underpinning the practice and research in the industry
- A5. Select and apply appropriate mixed methods research approaches to a workplace setting
- A6. Demonstrate in-depth knowledge and understanding of skills and strategies required to deliver workplace interventions

Intellectual Skills

- B1. Analyse complex people related workplace issues, linking to psychological theory and practice
- B2. Make evidence-based recommendations to address organisational and business issues
- B3. Evaluate multifaceted and ambiguous issues arising from the research, practices, approaches and debates in the discipline
- B4. Critically evaluate the evidence base of organisational interventions
- B5. Evaluate the implications of recommendations and policies
- B6. Application of the relevant skills and techniques to deliver workplace projects

Practical Skills

- C1. Practise and apply skills for workplace interventions (e.g. interviewing, coaching)
- C2. Exercise initiative, personal responsibility and decision making
- C3. Plan, organise and carry out applied research
- C4. Learn through reflection on practice and experience
- C5. Tailor communications and recommendations appropriately for different audiences
- C6. Develop practical, technical and communication skills within an workplace environment

Transferable Skills

- D1. Communication – convey information effectively both orally and in writing
- D2. Teamwork - collaborate and work effectively within a team
- D3. Problem solving – creating solution for workplace issues
- D4. Time management – organising work and meeting deadlines
- D5. Influencing - present an argument, providing the evidence base for conclusions
- D6. Networking - developing effective professional relationships
- D7. Reflexivity – developing self-awareness and curious reflection
- D8. Information Technology – effectively use related technology and software

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
Evidence Based Practice	7LMS2154			D	D		D
Individuals in the Workplace	7LMS2156	D		D		D	D
Culture Change and Leadership	7LMS2155	D	D			D	D
Mixed Methods Research	7LMS2157				D		D
Learning Training and Development	7LMS2158	D	D		D	D	D
Consulting and Psychological Assessment	7LMS2159	D	D			D	D
Work Psychology Project	7LMS2160	D		D	D		D
Professional Experience and Reflexivity	7LMS2174	D			D		D
Professional and Reflexive Projects	7LMS2175	D		D	D		D

Section 2

Programme management

Relevant QAA subject benchmarking statements	Psychology
Type of programme	Taught Postgraduate
Date of validation/last periodic review	March 25
Date of production/ last revision of PS	March 25
Relevant to level/cohort	Level 7 entering September 2025
Administrative School	School of Life and Medical Sciences
Language of Delivery	English

Table 4 Course structure

Course details			
Course Code	Course Description	HECOS	UCAS
HMBOWPM	MSc Business Occupational and Work Psychology	100950 (50%) 100954 (50%)	N/A
HMBOWPME	MSc Business Occupational and Work Psychology – Extended	100950 (50%) 100954 (50%)	N/A