



BSc Psychology

2023-24

**Psychology for Work
Placement Experience Information**

MODULE CODE: ECPS5007
TITLE: Psychology for Work
LEVEL: 5
CREDITS: 20

AIM(S)

- To develop a critical understanding of how psychological theories can be applied to understanding and predicting human behaviours in the workplace, and to enable students to gain relevant placement experience.

LEARNING OUTCOMES

Upon the successful completion of this module, the student should be able to:

- describe and evaluate the range of recruitment and selection methods used in the workplace;
- demonstrate a critical understanding of the empirical evidence and methodologies used to explore role of individuals differences in predicting performance at work;
- recognise professional and ethical frameworks in the field of occupational psychology and reflect and evaluate upon their existing strengths and future development needs in relation to their own professional development;
- take responsibility for their own learning and skill development; including effective personal planning, self-reflection and project management skills.

INDICATIVE CONTENT

The module will include the equivalent of up to ten days placement experience over the course of the module in a workplace setting. The choice of settings can be varied but must involve the opportunity to gain workplace experience in relevant topics e.g. the selection, recruitment and development opportunities presented within an organisation, employee health and wellbeing strategies. In addition to this placement experience, module content will introduce key topics in the area of occupational psychology, with a strong focus on individual differences and psychometric assessment including:

- The role of Occupational Psychologists and related professions: training routes and professional and ethical frameworks
- Psychometric assessment processes in selection and recruitment
- Predicting future performance in the workplace: intelligence and personality
- Challenges of work in the 21st century (e.g. technology, home-work interface)
- Leadership in the workplace: trait, situational and behavioural perspectives
- Theories of job satisfaction and motivation at work

- Occupational stress: the individual and organisational causes and consequences of stress and ill-health at work
- Evidence for the effectiveness of workplace interventions tackling health and wellbeing at work.

LEARNING AND TEACHING STRATEGY

Lectures and seminars will provide students with relevant theoretical and empirical understanding of the area of work psychology, with appropriate support and preparation for their work placement built into the scheduled learning time for this module.

The study time for the module is divided as follows:

Activity type	Hours	Percentage
Scheduled learning	30	15%
Independent learning	110	55%
Placement learning	60	30%
TOTAL	200	100%

ASSESSMENT

Assessment Component 1

☐ Written exam ☒ Coursework ☐ Practical

Mode of assessment	Volume	Weighting
Portfolio and Reflective Piece	Three elements plus 1,000 words	50%

Students will be asked to present a portfolio of evidence to showcase their placement experience and an accompanying written reflective piece. These may include: examples of work carried out as part of the placement, diary entries/blog, minutes of meetings attended, examples of recruitment, selection and staff development policies.

Assessment Component 2

☐ Written exam ☒ Coursework ☐ Practical

Mode of assessment	Volume	Weighting
Essay	2,500 words	50%

Students will be asked to demonstrate their critical understanding of the role of individual differences in the workplace through a written essay.

The reading list for this module will be made available on Moodle over the summer period.

The Psychology for Work Placement/Volunteering Experience

1. The *Psychology for Work* module at Level Five will include the equivalent of a two-week (ten days / 60 hours) placement experience within a setting that offers students exposure to a variety of organisational processes and systems.
2. It is the responsibility of **the student** to find, contact and arrange a suitable placement.
3. Students must not, under any circumstances, miss any scheduled sessions for any modules to attend their placement.
4. The placement itself is not assessed, but the things that you do and the skills that you gain whilst on the placement will allow you to complete the portfolio assessment for the module.
5. There is no work involved for your placement contact (within the chosen organisation). There is no need for them to write a report, but they would be asked to complete an attendance/performance form to confirm that you have attended the required ten days at your placement.

Where can I go to complete my placement?

You can contact any business or organisation that will allow you to gain exposure to, or observe, organisational processes and systems. These can include (but are not limited to – see module content for more information if required):

- Health and safety processes and procedures
- Risk management
- Recruitment and selection
- Employee health and well-being strategies
- Training and development: routes and/or opportunities
- Job analysis techniques; writing job/person specifications
- Interview processes

You cannot start your placement until all documents/forms have been signed off by Stacey.

It is **your responsibility** to work out your hours with your placement; you can complete your hours however or whenever you wish, as long as this is supported by the provider.

You can start your placement at any time, providing all has been confirmed and signed off before starting. Students will not be permitted to attend placement until confirmation has been provided by the placement provider AND Stacey.

In addition, and in accordance with university regulations, no students can start a placement if they have not attended the placement briefing session.

What do I need to do now?

Attend the placement briefing

To be held on Thursday 25th May 2023.

Over the summer period

Start to think about where you could go for your placement
Make contact with organisation(s).

Relevant information,
documents, forms, codes
of conduct, etc. to be
uploaded to folder on BSc
Psychology Moodle
homepage.

Submission of Placement Information Form

First point to submit: by no later than 12pm (midday) on
Monday 12th June 2023.

Second submission: by no later than 12pm (midday) on
Wednesday 12th July

Final submission: September TBC

**Placements can start any time after all approval
has been provided**

**Portfolio assessment submission for
Psychology for Work module in January 2024.**