

Module Code	ECPS5012
Title	Organisational Psychology
Date	28/10/2022
Level	5
Credits	20
Pre-Requisites	None

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 successful completion of this module, students should be able to:

- understand psychological issues within organisations and explore challenges faced by employees in contemporary work settings;
- demonstrate critical reflection on their existing strengths and required future development within a work setting;
- critically evaluate theory and research concerning the relationship between individual differences and behaviour/performance at work;
- take responsibility for their own learning and skill development, including effective personal planning, self-reflection and project management skills.

INDICATIVE CONTENT

Students are expected to engage in the equivalent of up to ten days of placement experience in a workplace setting whilst studying this module. The choice of settings can be varied but must allow students the opportunity to gain workplace experience in areas relevant to occupational psychology, e.g., the selection and recruitment of employees, development opportunities within an organisation, risk assessment and management strategies.

In addition to this placement experience, module content will focus on introducing topics integral to the field of occupational psychology including:

- The role of Occupational Psychologists and related professions (including training routes and ethical frameworks)
- Psychological assessment and performance at work
- Strengths and challenges of contemporary working (e.g., technological advances, remote working, heavy work investment potential)
- Leadership emergence and effectiveness
- Motivation and job satisfaction
- Work engagement and investment
- Organisational citizenship behaviours (OCB's)
- Learning, training, and development
- Organisational change, culture, and commitment
- Health and well-being, including occupational stress

Study Time Allocation

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
Research Report	2,500 words	50%

Assessment Component 2

☐ Written exam ☐ Coursework ☒ Practical

Mode of assessment	Volume	Weighting
Individual Presentation	15 minutes	50%

Assessment Summary

Activity type	Percentage
Written exam	-
Coursework	50%
Practical	50%
TOTAL	100%

INDICATIVE READING LIST

Module Code	ECPS5012	
Module Title	Organisational Psychology	
Classification	Reading List entry	Electronic*
Essential	Arnold, J. (2020). <i>Work psychology: Understanding human behaviour in the workplace</i> (7 th ed.). Pearson.	☒
Essential	Braun, V., & Clarke, V. (2021). <i>Thematic analysis: A practical guide</i> . Sage Publishing.	☐
Essential	Coolican, H. (2019). <i>Research methods and statistics in psychology</i> (7 th ed.). Routledge.	☐

Essential	Smith, J. (2015). <i>Qualitative psychology: A practical guide to research methods</i> (3rd ed.). Sage Publishing	☐
Further	Steptoe-Warren, G. (2013). <i>Occupational psychology: An applied approach</i> . Pearson.	☐
Further	Lewis, R. & Zibarras, L. (2013). <i>Work and occupational psychology: Integrating theory and practice</i> . Sage Publishing.	☐
Essential	Chamorro-Premuzic, T. (2015). <i>Personality and individual differences</i> (3 rd ed.). BPS Wiley.	☐
Further	Furnham, A. (2008). <i>Personality and intelligence at work: Exploring and explaining individual differences at work</i> . Routledge. (E-book also available.)	☒
Further	<i>Occupational Psychology - Frontiers</i>	☒
Further	<i>Journal of Occupational and Organizational Psychology</i>	☒
Further	<i>Journal of Occupational Health Psychology</i>	☒
Further	<i>Organizational Psychology Review</i>	☒
Further	<i>European Journal of Work and Organizational Psychology</i>	☒