

## Programme Specification

### MSc Occupational Psychology / MSc Business Psychology

1.	<b>Awarding institution/body</b>	University of Worcester
2.	<b>Teaching institution</b>	University of Worcester
3.	<b>Programme accredited by</b>	BPS for Occupational Psychology route
4.	<b>Final award</b>	PG Certificate (60 Credits) PG Diploma (120 Credits) MSc (180 Credits)
5.	<b>Programme titles</b>	MSc Occupational Psychology MSc Business Psychology
6.	<b>Pathways available</b>	N/A
7.	<b>Mode and/or site of delivery</b>	Taught UW campus
8.	<b>Mode of attendance</b>	Part-time Block Delivery (Weekends)
9.	<b>UCAS Code</b>	N/A
10.	<b>Subject Benchmark statement</b>	N/A
11.	<b>Date of Programme Specification Preparation/ Revision</b>	January 2007/ updated January 2011 August and October 2014 (Regulations) <b>August 2016 (Regulations amended - Section 20)</b>

#### 12. Educational aims of the programme

Aims and outcomes for the programme were specified with regard to the aims of the [PRF \(Post Graduate Regulatory Framework\)](#); the requirements of the [Framework for Higher Education Qualifications \(FHEQ\)](#); and the syllabus of the [Division of Occupational Psychology Training Committee \(DOPTC\)](#).

#### Programme Aims:

1. To provide students with a systematic understanding of the eight areas of occupational/business psychology, as defined by the DOPTC Syllabus, and a critical awareness of current problems at the forefront of discipline.
2. To provide students with a comprehensive understanding of techniques applicable to applied research and advanced scholarship.
3. To develop originality in the application of knowledge together with a practical understanding/ application of theoretical and research skills necessary to practice successfully in Business/Occupational Psychology.
4. To develop transferable skills that students will be able to utilise to deal with complex issues both systematically and creatively and communicate their conclusions clearly.

### **13. Intended learning outcomes and learning, teaching and assessment methods**

The programme subject specific learning outcomes have also been developed in accordance with the [UW Learning, Teaching and Assessment Strategy](#).

#### **Knowledge and Understanding**

By the end of the programme, students will be able to:

- Demonstrate a systematic understanding of knowledge and critical awareness of the eight areas of occupational psychology within the DOPTC syllabus, which is informed by the forefront of both the academic discipline, field of study and professional practice.
- Demonstrate a comprehensive critical understanding of research methods and statistical techniques and their application to advanced research and scholarship in business/occupational psychology.
- Demonstrate a conceptual understanding that enables the synthesis and application of appropriate theories and tools to both academic and applied settings.

#### **Cognitive and intellectual skills**

- Demonstrate self-direction and originality in identifying needs, analysing needs, formulating solutions and evaluating strategies within the context of business/occupational psychology.
- Evaluate critically current research and advanced scholarship in occupational business psychology and evaluate research methodologies, and where appropriate, to propose new hypotheses.

#### **Practical Skills and Transferable Skills**

- Demonstrate initiative and personal responsibility when working alone or with others on applied problems or tasks.
- Make decisions in complex applied situations using systematic and creative methods and communicate their conclusions clearly.
- Develop the ability to learn independently, including carrying out a significant research/fieldwork project and to complete this within set time constraints.

### **14. Assessment Strategy**

The assessment strategies adopted in the MSc Business/Occupational Psychology reflect the aims of the course and the [QAA Master's Degree Characteristics](#) and make a significant contribution to learning. The assessment strategies are designed to develop skills and knowledge in business/occupational psychology and provide evidence of the students' progress and achievement throughout the course and prepare the students for careers in business/occupational psychology. Both formal (summative) and informal, developmental, (formative) approaches will be used. In order to develop the skills of advanced study identified within the course aims and the DOPTC syllabus, students will experience a variety of assessment strategies. These include case studies, essays, fieldwork studies and presentations (individual and group), and reports. The opportunity for students to demonstrate independence in a sustained piece of work is provided in the completion of the

Advanced Independent Study. E-learning through the use of Blackboard will be utilised to support student learning between lectures, including the use of tests and knowledge checks.

Each assessment has been designed to reflect both the learning outcomes therefore each assessment is fundamentally different and therefore appears individually on the mapping grid.

Students are assessed by a combination of course work and examinations. Each module must be passed individually at a 50% minimum. For the Occupational Psychology students in modules where more than one BPS syllabus area is being assessed (Personal Development, Human Factors, Organisations & the Employee) each Syllabus area is assessed separately and each assessment item must be passed at a minimum of 50% to achieve a pass for the module.

## 15. Programme structures and requirements

The syllabus of the course is designed to cover the BPS requirements for a Masters in Occupational Psychology. A full version of the BPS requirements can be found at <http://www.bps.org.uk/careers-education-training/accredited-courses-training-programmes/useful-accreditation-documents/occ>

The Award Maps for these programmes are shown below:

### MSc Occupational Psychology (BPS accredited):

For students entering the course **with** a GBC first degree

LEVEL 7			
Module Code	Module Title	Credits (Number)	Status (Mandatory (M) or Optional (O))
MPSY 4040	Personnel Selection and Assessment	20	M
MPSY 4042	Personal Development	20	M
MPSY 4043	Human Factors	20	M
MPSY 4044	Organisations and the Employee	20	M
MPSY 4045	Training	20	M
MPSY 4002	Advanced Research Methods 1	20	M
MPSY 4000	Advanced Independent Study	60	M

### MSc Business Psychology:

For students entering the course **without** a first GBC degree

LEVEL 7			
Module Code	Module Title	Credits (Number)	Status (Mandatory (M) or Optional (O))
MPSY 4040	Personnel Selection and Assessment	20	M
MPSY 4042	Personal Development	20	M
MPSY 4043	Human Factors	20	M

MPSY 4044	Organisations and the Employee	20	M
MPSY 4045	Training	20	M
MPSY 4005	Advanced Research Methods 2	20	M
MPSY 4000	Advanced Independent Study	60	M

On successful completion of **all 6 taught modules plus the 60 credit Advanced Independent Study module**, students will be awarded the MSc in Occupational Psychology or MSc Business Psychology (depending on entry qualifications).

On successful completion of **all 6 taught modules**, students will be awarded the Postgraduate Diploma in Occupational Psychology or Postgraduate Diploma in Business Psychology (depending on entry qualifications).

On successful completion of **any 3 taught modules**, students will be awarded the Postgraduate Certificate in Occupational Psychology or Postgraduate Certificate in Business Psychology (depending on entry qualifications). Students may choose from any of the six taught modules, as the team feels that none of the areas is more important than another.

The students will also have the opportunity to undertake training in Occupational Testing at both Level A and Level B. This will be offered as an additional course to students, as some students may already have these qualifications. The Centre for People at Work (CP@W) (a research centre at University of Worcester) will provide this additional training in collaboration with Psychology Health and Social Sciences. Information on CP@W can be found at <http://www.worcester.ac.uk/discover/centre-for-people-at-work.html>.

The course requires students to attend 80% of the taught content, as stated by the DOPTC. Students who miss lectures will be required to show evidence to the course leader to explain their absence (e.g. a doctor's note) from the particular sessions and that they have worked to catch up any missed information. Tutors will work to support students who provide such evidence, through the use of personal tutorials. Any student who is not able to attend 80% of taught content or does not work to catch up any missed sessions will not be allowed to submit further work for the course.

## 16. QAA and Professional Academic Standards and Quality

The MSc in Business/Occupational Psychology is modular and part of the University of the Worcester (UW) Taught Courses Regulatory Framework. This programme has been developed to reflect the QAA guidance on [Master's Degree Characteristics](#).

This award is located at Level 7 of the FHEQ. The MSc Occupational Psychology is accredited by the British Psychological Society.

## 17. Support for Students

In common with other UW courses, all students have a Personal Academic Tutor who will offer support when requested by the student. Students experience a wide range of learning and teaching methods. For example, lectures, seminars, practical classes, computer workshops, tutorials, visiting speakers, case studies, focussed discussions, field work, reflective practice, role-plays and directed study. Blackboard resources are available to provide support for students whilst off campus. Students will be encouraged to use discussion facilities on Blackboard and knowledge checks and tests will be supported by tutors.

A Course Handbook is provided to all students and is updated annually. Further subject leaflets and guides, most of which are available on the web, will be provided to students. A one week induction programme is provided for all new entrants. The subject team provide study skills and additional support can be provided and learning support services (Library, IT, and Media and Print). **Personal academic tutors for the students on this course will be the Chartered Occupational Psychologists responsible for the running of the course. Their role will be to ensure the needs of the students entering the two courses with different qualifications and levels of experience are met.** The support available will include measure to promote a distinctive course culture for students on this programme.

For example:

- A dedicated induction session.
- Encouragement of exchange of personal information to promote self help groups and mutual study support.
- Sessions on creating research proposals and presentation skills.
- A session for Occupational Psychology Students on the Chartership process.
- Support meetings/seminars to discuss a range of pastoral, career and study skills issues.
- The UW SOLE (Student On-Line Environment) page which provides guidance on learning support and equal opportunities, individual module profiles and selection, academic regulations, communication of grades, resubmission opportunities and activities, etc.

The University has an [Equal Opportunity Policy Statement](#), together with equality schemes and action plans promoting equality in relation to race, disability, gender, age and sexual orientation. Progress in implementation is monitored by the Equality and Diversity Committee. The Disability Service within Student Services provides specialist academic and other support on a one to one basis, makes recommendations for reasonable adjustments to teaching and assessment based on individual need and works with disabled students to allow them to manage their own learning development.

## **18. Admissions policy, criteria and procedures**

Admissions to the MSc in Business/Occupational Psychology are considered from applicants that can demonstrate the ability to successfully study at an advanced level.

The requirement for entry to the **Occupational Psychology MSc** is a 2(2) Honours degree in Psychology with Graduate Basis for Registration (GBR). Professional experience within Occupational Psychology is **not** a requirement for entry to this course.

The requirement for entry to the **MSc Business Psychology** is a 2(2) Honours degree in a Psychology (non-BPS accredited) degree or related subject (e.g. Business Management, Human Resource Management). Professional experience within Business Psychology is **not** a requirement for entry to this course

The Course Leader or a representative (for international applications) will interview all students before confirmation of acceptance. This process is of major importance to applicants to ensure that they understand the structure of the course and its demands.

The interview process will seek to identify both the student's academic ability and their motivation. The course has an 80% attendance policy and students must show at interview that they clearly understand the implications of this.

The interview process will involve a structured interview with the Course Leader focussed around:

- The students career aspirations and how the course will support these
- Their understanding of the requirements of the course (i.e. taught sessions on a Saturday and the 80% attendance criteria)
- Their previous work and academic experience
- A piece of major research that they have completed such as their Independent Study

### **Recognition of Prior Learning**

Students with relevant previous study at postgraduate level or with extensive experience may be considered eligible for recognition of prior learning. Please contact the Registry Admissions Office for further information or guidance on 01905 855111.

Further information on Recognition of Prior Learning can be found at <http://www.worcester.ac.uk/registryservices/941.htm>

### **19. Methods for evaluating and improving the quality and standards of teaching and learning**

There are a number of methods used by the course team in order to monitor, evaluate and improve the quality and standards of teaching and learning:

- Annual evaluation of the course.
- External Examiners reports. The external examiner for this course will be a Chartered Occupational Psychologist.
- Mid and end of module evaluations by students.
- Module comments slips allowing anonymous feedback from students about modules.
- Subject staff/student/student forum committee considers student and staff feedback on modules.
- UW Learning, Teaching and Student Experience Committee promotes learning and teaching across the institution.
- Peer assessment of teaching.
- A teacher accredited course (PG Cert in Learning and Teaching for HE/SEDA) for new staff, and the Higher Education Academy Membership.
- Regular staff meetings have a standing item on sharing good practices, including teaching and learning.
- Institute of Health and Social Care Learning and Teaching Working Group.
- Accreditation by the Division of Occupational Psychology Training Committee.

All Advanced Independent Study proposals will be scrutinised by the Institute Ethics Committee.

Legal checks and criminal checks will be carried out on students before they are allowed to carry out research in sensitive topic areas or with vulnerable groups. The students will incur the costs of such checks.

## 20. Regulation of assessment

### **The course operates under the University's Taught Courses Regulatory Framework**

#### **Requirements to pass modules**

- Modules are assessed using a variety of assessment activities which are detailed in the module specifications.
- The minimum pass mark is D- for each module.
- Students are required to submit all items of assessment in order to pass a module, and in some modules, a pass mark in each item of assessment may be required.
- Some modules have attendance requirements.
- Full details of the assessment requirements for a module, including the assessment criteria, are published in the module outline.

#### **Submission of assessment items**

- Students who submit course work late but within 5 days of the due date will have work marked, but the grade will be capped at D- unless an application for mitigating circumstances is accepted.
- Students who submit work later than 5 days but within 14 days of the due date will not have work marked unless they have submitted a valid claim of mitigating circumstances.
- For full details of submission regulations please see the Taught Courses Regulatory Framework.

#### **Retrieval of failure**

- Students are entitled to resit failed assessment items for any module that is awarded a fail grade, unless the failure was due to non-attendance.
- Reassessment items that are passed are graded at D-.
- If a student is unsuccessful in the reassessment, they have the right to retake the module (or, in some circumstances, take an alternative module); the module grade for a re-taken module is capped at D-.
- A student who fails 60 credits or more after exhausting all reassessment opportunities may be required to withdraw from the University.

#### **Requirements for Awards**

<b>Award</b>	<b>Requirement</b>
PG Cert	Passed a minimum of 60 credits at level 7, as specified on the award map
PG Dip	Passed a minimum of 120 credits at level 7, as specified on the award map
Masters (MA/MSc/MBA/MTL)	Passed a minimum of 180 credits at level 7, as specified on the award map

PG Cert and PG Dip awards are unclassified. The awards of Masters may be made with Pass, Merit or Distinction.

## **21. Indicators of quality and standards**

The University underwent a QAA Institutional Audit in March 2011. The audit confirmed that confidence can be placed in the soundness of the institution's current and likely future management of the academic standards of its awards and the quality of the learning opportunities available to students. The audit team highlighted several aspects of good practice, including the student academic representative (StARs) initiative, the proactive approach which supports the student experience for disabled students, the comprehensiveness of the student online environment (SOLE), the wide range of opportunities afforded to students to enhance their employability, the institution's commitment to enhancement, and the inclusive approach to working with its collaborative partners.

## **22. Graduate destinations, employability and links with employers**

Psychology has long been applied to the workplace, and business /occupational psychology has become one of the main professional practice areas for occupations such as Occupational Psychologists, Business Psychologists, personnel managers, human resource managers and or any manager/supervisor of staff.

Prospects.ac.uk notes that rapid changes in work and organisations, driven by technological change and globalization, have led to growth in occupational psychology. Due to this growth, there are good job opportunities for people with qualifications in business psychology and occupational psychology. In addition, students may go on to work as careers and recruitment consultants, counselors, and personnel officers.

**Please note:** This specification provides a concise summary of the main features of the programme and the learning outcomes that a typical student might reasonably be expected to achieve and demonstrate if s/he takes full advantage of the learning opportunities that are provided. More detailed information on the learning outcomes, content and teaching, learning and assessment methods of each module can be found in the module study guide and course handbook. Key sources of information about the Course can be found in the Course Handbook and Module Specifications.