

For 2023/24 entry

1. Programme title(s):

- a) MSc Psychology of Work
- b) PGDip Psychology of Work
- c) PGCert Psychology of Work (Exit Award)

2. Awarding body or institution:

University of Leicester

3. a) Mode of study:

Part Time

b) Type of study: Distance

Learning

4. Registration periods:

The normal period of registration for the MSc is 24 months

The maximum period of registration for the MSc is 48 months

5. Typical entry requirements:

Applicants must have a second class honours (or above) degree in Psychology or a related subject for example Business or Health Studies. Or equivalent qualification level agreed by the University. Applicants are also expected to have some work experience that they have reflected on from a psychological perspective, this is assessed in the applicant's personal statement.

Students for whom English is not their first language and who have not lived in a country where the first language is English for at least three years must demonstrate and IELTS of 6.5 or a TOEFL score of 575 with a score of 4.0 in the test of written English.

6. Accreditation of Prior Learning:

Students can APL up to 60 credits into the PG Diploma or the MSc from another course and in accordance with Senate Regulation 2 and the University Policy on the Accreditation of Prior Learning. Credits must be at Level 7 and must be relevant to the programme. All APL of credits will be considered on an individual basis by the course directors once evidence of the APL credits has been submitted.

7. Programme aims

The programme aims to equip students with a sound knowledge and understanding of a broad range of topics in the Psychology of Work. This knowledge is based on only on theory and accumulated findings, but also on awareness of the strengths and limitations of research evidence and its application.

The modules studied assume a basic grounding in psychology and its methodologies. Each module covers key fields in details and explores the application of research to the world of work.

A particular aim of this programme is to make learning available to those who are unable to pursue a more conventional, campus-based programme.

By the end of the programme successful students will be able to demonstrate:

- integrated knowledge of psychological theory and methodology applicable to the study of people at work;
- skills of research and enquiry, independent learning and the use of contemporary information resources;
- competence in empirical research design, implementation and evaluation;
- reasoning, analysis and creativity at a postgraduate level;
- effective written communication skills

8. Reference points used to inform the programme specification:

- [University of Leicester Discovery-led and Discovery-Enabling Learning Strategy 2016-20](#)
- University of Leicester Periodic Developmental Review Report
- External Examiners' reports (annual)
- Framework for Higher Education Qualifications

9. Programme Outcomes:

Unless otherwise stated, programme outcomes apply to all awards specified in 1. Programme title(s).

| Intended Learning Outcomes | Teaching and Learning Methods | How Demonstrated? |
|---|---|---|
| <i>(a) Subject and Professional skills</i> | | |
| Knowledge | | |
| Advanced knowledge of psychological theories/research and how they can contribute to our understanding of people at work. | Module material, Supplementary readings provided, Blackboard discussion groups moderated by tutors, Independent research. | Formal written assignments, dissertation. |
| Concepts | | |
| Understanding of how concepts relating to psychological theories can be applied in a practical sense in a work setting. | Module material, Supplementary readings provided, Blackboard discussion groups moderated by tutors, Independent research. | Formal written assignments, dissertation. |
| Techniques | | |

| | | |
|---|---|---|
| Understanding of all, and practical experience of some, of the following: researching, data analysis by quantitative or qualitative methods, research ethics and familiarity with IT packages including SPSS. Ability to apply relevant ethical and legal frameworks within the context of work psychology. | Module material, Supplementary readings provided, Blackboard discussion groups moderated by tutors, Independent research. | Formal written assignments, dissertation. |
| Critical analysis | | |
| Ability to independently evaluate concepts and techniques, to critique material read and hence construct an informed opinion. | Module material, Supplementary readings provided, Blackboard discussion groups moderated by tutors, Independent research. | Formal written assignments, dissertation. |

| Intended Learning Outcomes | Teaching and Learning Methods | How Demonstrated? |
|--|---|---|
| Presentation | | |
| Ability to organise research findings to construct an argument, to write assignments to a high standard, to write empirical reports in the format expected for publication and to a high standard, to present statistical findings in the correct manner according to universal standards. In addition, to interpret findings in a form for effective communication to non-specialist clients. | Module material, Supplementary readings provided, Blackboard discussion groups moderated by tutors, Independent research. | Formal written assignments, dissertation. |
| Appraisal of evidence | | |
| Ability to evaluate published research and commentary and make appropriate judgements about its application and practical relevance to workplace contexts. | Module material, Supplementary readings provided, Blackboard discussion groups moderated by tutors, Independent research. | Formal written assignments, dissertation. |
| (b) Transferable skills | | |
| Research skills | | |
| Ability to conduct a literature search and review, ability to write a research proposal, considering ethics and other methodological issues, ability to devise research tools or to use correctly those already designed. | Module material, Supplementary readings provided, Blackboard discussion groups moderated by tutors, Independent research. | Formal written assignments particularly the dissertation proposal and dissertation. |
| Communication skills | | |

| | | |
|---|---|---|
| Good written communication skills developed in the context of formal written assignments. | Blackboard discussion groups, personal communication with tutors, module material. | Formal written assignments, dissertation. |
| Data presentation | | |
| Ability to present statistical findings correctly and to present other research findings clearly with a correct interpretation. | Module material particularly module 1, Supplementary readings provided, Blackboard discussion groups moderated by tutors, Independent research. | Formal written assignments, dissertation. |
| Information technology | | |
| Ability to use a range of IT packages including data analysis software such as SPSS. Engagement with online discussion forums and podcasts through Blackboard. | Module material, Blackboard discussion groups, induction/welcome information provided. | Formal written assignments, dissertation. |
| Intended Learning Outcomes | Teaching and Learning Methods | How Demonstrated? |
| Problem solving | | |
| Understanding of how to take an evidence based practice approach to problem solving. Ability to apply research findings to real world problems involving individuals at work and organisational issues. | Module material, assignment briefs, supplementary readings and case studies provided, Blackboard discussion groups, independent research. | Formal written assignments, dissertation. |
| Working relationships | | |
| Drawing on the expertise and guidance from academic or support staff, informal interaction with fellow students at course conferences or via email/bulletin board, formal contact and negotiation with dissertation supervisor. | Email/bulletin board interactions with students, formal interactions with staff and, in particular dissertation supervisor, informal interactions with staff and students at course events. | Monitoring group discussions on Blackboard and communication with tutors. |
| Managing learning | | |
| Ability to self-motivate and self-direct learning so as to schedule work adequately and meet deadlines. | Independent research, programme modules, integrated and supplementary readings, textbooks. | Formal assignments, dissertation. |
| Career management | | |
| Understanding of career opportunities within work psychology and transferrable skills gained from the course. | Career advice and materials provided on Blackboard, career and job opportunity discussion strand on Blackboard. | Monitoring group discussion on Blackboard. |

10. Special features

A number of the assignments require the student to take part in a role playing exercise, typically interpreting findings of research for clients or other interest groups. The objective here is to develop

the skills of interpreting research within a particular context and communicating the findings to a non-specialist audience.

Students will have contact with a range of Occupational Psychology practitioners who work as course tutors. This gives the students a rounded learning experience and exposes them to a variety of career opportunities.

11. Indicators of programme quality

The course relies on the mainstream indicators (external examiner reports, student results, student feedback forms). In addition module materials are reviewed on an annual basis and completely rewritten when required. The course team are all committed to CPD which directly benefits the course and students.

12. Scheme of Assessment:

As defined in [Senate Regulation 6](#): Regulations governing taught postgraduate programmes of study.

There is one exemption from the Senate Regulations to allow the course to comply with the BPS accreditation requirements:

13. Progression points

As defined in [Senate Regulation 6](#): Regulations governing taught postgraduate programmes of study.

In cases where a student has failed to meet a requirement to progress he or she will be required to withdraw from the course and a recommendation will be made to the Board of Examiners for an intermediate award where appropriate.

14. Rules relating to re-sits or re-submissions:

As defined in [Senate Regulation 6](#): Regulations governing taught postgraduate programmes of study.

15. Additional features (e.g. timetable for admissions)

Applications will be considered on a rolling basis from January to August.

16. External Examiners

The details of the External Examiner(s) for this programme and the most recent External Examiners' reports can be found [here](#).

Appendix 1: Programme structure (programme regulations)

| Module code | Module title | Credits |
|--------------------|--|----------------|
| PS7587 | Psychological Assessment at Work | 15 |
| PS7586 | Learning, Training and Development | 15 |
| PS7588 | Work Design, Organisational Change and Development | 15 |
| PS7591 | Wellbeing and work | 15 |
| PS7590 | Leadership, Engagement and Motivation | 15 |
| PS7585 | Research Methods | 15 |

| | | |
|---------------------|--|----|
| PS7589 | Application of Occupational Psychology | 30 |
| PS7593 or PS7592 | Empirical Dissertation or Dissertation (Literature Review) | 60 |

Appendix 2: Module specifications

See module specification database <http://www.le.ac.uk/sas/courses/documentation>