

PROGRAMME SPECIFICATION – POSTGRADUATE PROGRAMMES

KEY FACTS

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|--------------------------|---|
| Programme name | Organisational Psychology |
| Award | MSc |
| School | School of Arts and Social Sciences |
| Department or equivalent | Department of Psychology |
| Programme code | PSOPSY |
| Type of study | Full-Time (1 year) or Part-Time (2 years) |
| Total UK credits | 180 |
| Total ECTS | 90 |

PROGRAMME SUMMARY

Organisational psychology focuses on various aspects of human functioning in the workplace. This includes areas such as recruitment and selection, training, coaching, team and group dynamics, leadership styles and behaviour, occupational health (well-being in the workplace), organisational development and change, and work redesign. City's long standing, and award winning, programme aims to provide a unique combination of theory, research, and practice in these areas.

The MSc Organisational Psychology provides professional training in organisational/ occupational psychology, equipping you with a sound understanding of theory and research across the five core knowledge areas for the discipline as defined by the British Psychological Society (BPS). The programme also introduces you to a range of practical skills and procedures often required by practicing occupational psychologists and organisational consultants.

The MSc in Organisational Psychology is accredited by the BPS. Thus, students who are eligible to be chartered members of the BPS can use the programme as a first step in the process of becoming a Chartered Occupational Psychologist. The programme is also recognised by the Association for Business Psychology (ABP).

It is important to note that applicants do not have to have an undergraduate degree in psychology to join this MSc programme.

Aims

The programme aims to provide you with opportunities to acquire knowledge and understanding of organisational psychology theory and research, and to develop relevant academic, research, and communication skills. The programme also aims to enable you to develop an awareness of professional and contextual issues relevant to the practice of psychology in workplace environments.

MSc in Organisational Psychology

Successful completion of the MSc means that you have demonstrated sound understanding of theory, research, and practice in each of the five knowledge areas of occupational psychology as defined by the British Psychological Society. In addition, for the MSc award, you would have demonstrated an ability to deliver an independent

applied research project that has relevance to the field of occupational/ organisational psychology.

Should you fail to complete the research component, the following Diploma qualification title may be obtained:

Postgraduate Diploma in Organisational Psychology

The PG Diploma award is granted in cases where you have passed all eight taught modules, but have failed (or decided not to complete) the research dissertation. Successful completion of the Postgraduate Diploma means that you have demonstrated sound understanding of theory, research, and practice across the eight core knowledge areas of occupational psychology as defined by the British Psychological Society.

Postgraduate Certificate in Organisational Psychology

The PG Certificate award is granted in cases where you have passed four of the eight taught modules, and have failed (or decided not to complete) the research dissertation. Successful completion of the Postgraduate Certificate means that you have been introduced to some of the core knowledge areas of occupational psychology as defined by the British Psychological Society.

WHAT WILL I BE EXPECTED TO ACHIEVE?

On successful completion of this programme, you will be expected to be able to:

Knowledge and understanding:

- A systematic understanding of the psychology of humans within work organisations.
- An in-depth understanding of the theoretical perspectives of key knowledge areas of organisational psychology.
- A systematic understanding of the key activities involved in training, selection, , coaching, work redesign, leadership development, group and team dynamics, organisational development and change, and occupational health psychology.
- Knowledge and understanding of how to conduct applied psychological research and how to present findings to both an academic and lay audience.
- An understanding of how theory and knowledge of organisational psychology is applied in practical settings.
- In-depth knowledge of the key features of a range of methodological approaches and evaluation techniques currently used within organisational psychology.

Skills:

- Ability to critically compare and contrast different approaches to organisational psychology research and practice.
- Presentation of research findings.
- Engage in critical and analytical thinking.
- Use the full range of learning resources.
- Ability to design original organisational psychology research.
- Ability to integrate and synthesise information from diverse sources.
- Ability to reflect critically and constructively upon own professional, intellectual and personal development within the context of organisational psychology training.

- Clearly present and communicate via written and oral presentation.
- Ability to analyse the implications of individual research papers for theory, research, and/or practice.
- Carry out self-directed and independent learning and study.
- Ability to carry out quantitative and qualitative data analysis at an advanced level.
- Evaluate complex arguments and evaluation of their empirical support.

Values and attitudes:

- An awareness of the professional ethics and responsibilities associated with being a practising occupational/ organisational psychologist.
- An awareness of the basic principles and values that underpin participative organisational development and change initiatives.
- An acute awareness of the ethical implications of conducting research in applied settings.
- An awareness of cultural diversity and the implications of this for data collection and analysis.
- An awareness of the impact of politics and power in organisations.

HOW WILL I LEARN?

The programme uses a wide range of teaching, learning and assessment strategies. In order to facilitate learning, the programme offers lectures, guest lectures, seminars, group work, workshops, small group discussions, and supervision.

WHAT TYPES OF ASSESSMENT AND FEEDBACK CAN I EXPECT?

Assessment and Assessment Criteria

In order to assess learning, the programme uses academic essays, technical reports, examinations, log books of professional practice, qualitative text analysis, interpretation of statistical analyses, formal research proposals and a dissertation. In addition, students are also directed to independent study and receive detailed feedback on their coursework as an aid to further learning.

Assessment Criteria are descriptions, based on the intended learning outcomes, of the skills, knowledge or attitudes that you need to demonstrate in order to complete an assessment successfully, providing a mechanism by which the quality of an assessment can be measured. Grade- Related Criteria are descriptions of the level of skills, knowledge or attributes that you need to demonstrate in order to achieve a certain grade or mark in an assessment, providing a mechanism by which the quality of an assessment can be measured and placed within the overall set of marks. Assessment Criteria and Grade-Related Criteria will be made available to you to support you in completing assessments. These may be provided in programme handbooks, module specifications, on the virtual learning environment or attached to a specific assessment task.

Feedback on assessment

Detailed and constructive feedback provided on coursework assessments; feedback on coursework is usually provided three weeks after submission.

Examination marks are usually provided four weeks after submission.

Observational feedback provided immediately following skill practice (during skills training sessions and role plays).

Feedback will be provided in line with our Assessment and Feedback Policy. In particular, you will normally be provided with feedback (and grade) within three weeks of the coursework submission deadline or assessment date. This would normally include a provisional grade or mark. For end of module examinations marks will normally be released within four weeks. The timescale for feedback on final year projects or dissertations may be longer. The full policy can be found at:

https://www.city.ac.uk/_data/assets/pdf_file/0008/68921/assessment_and_feedback_policy.pdf

Assessment Regulations

In order to pass your Programme, you should complete successfully or be exempted from the relevant modules and assessments and will therefore acquire the required number of credits.

The Pass mark for each module is 50%.

If you fail an assessment component or a module, the following will apply:

1. Compensation: where you fail up to a total of 20 credits at first or resit attempt (15 for a Postgraduate Certificate), you may be allowed compensation if:
 - Compensation is permitted for the module involved (see the What will I Study section of the programme specification), and
 - It can be demonstrated that you have satisfied all the Learning Outcomes of the modules in the Programme, and
 - A minimum overall mark of no more than 10% below the module pass mark has been achieved in the module to be compensated, and
 - An aggregate mark of 50% has been achieved overall.

Where you are eligible for compensation at the first attempt, this will be applied in the first instance rather than offering a resit opportunity.

If you receive a compensated pass in a module you will be awarded the credit for that module. The original component marks will be retained in the record of marks and your original module mark shall be used for the purpose of your Award calculation.

2. Resit: where you are not eligible for compensation at the first attempt, you will be offered one resit attempt.

If you are successful in the resit, you will be awarded the credit for that module. The mark for each assessment component that is subject to a resit will be capped at the pass mark for the module. This capped mark will be used in the calculation of the final module

mark together with the original marks for the components that you passed at first attempt.

If you do not meet the pass the requirements for a module and do not complete your resit by the date specified you will not progress and the Assessment Board will require that you be withdrawn from the Programme.

If you fail to meet the requirements for the Programme, the Assessment Board will consider whether you are eligible for an Exit Award as per the table below.

If you would like to know more about the way in which assessment works at City, please see the full version of the Assessment Regulations at:

http://www.city.ac.uk/data/assets/word_doc/0003/69249/s19.doc

WHAT AWARD CAN I GET?

Master's Degree:

| Part | HE Level | Credits | Weighting (%) |
|--------------|----------|---------|---------------|
| Dissertation | 7 | 60 | 33.3 |
| Taught | 7 | 120 | 66.7 |

| Class | % required |
|------------------------|------------|
| With Distinction | 70 |
| With Merit | 60 |
| Without classification | 50 |

Postgraduate Diploma:

| Part | HE Level | Credits | Weighting (%) |
|--------|----------|---------|---------------|
| Taught | 7 | 120 | 100 |

| Class | % required |
|------------------------|------------|
| With Distinction | 70 |
| With Merit | 60 |
| Without classification | 50 |

Postgraduate Certificate:

| Part | HE Level | Credits | Weighting (%) |
|--------|----------|---------|---------------|
| Taught | 7 | 60 | 100 |

| Class | % required |
|------------------------|------------|
| With Distinction | 70 |
| With Merit | 60 |
| Without classification | 50 |

WHAT WILL I STUDY?

Taught component

All modules are compulsory and there are no optional modules. Students are required to take eight 15 credit modules plus a 60 credit dissertation.

In order to obtain the MSc students must accumulate 180 credits which is achieved by

taking eight 15 credit core modules plus a dissertation module worth 60 credits.

| Module Title | SITS Code | Module Credits | Core/ Elective | Compensation Yes/No | Level |
|--|-----------|----------------|----------------|---------------------|-------|
| Research methods | PSM403 | 15 | C | N | 7 |
| Employee Well-Being | PSM501 | 15 | C | N | 7 |
| Work Design, Organisational Change and Development | PSM502 | 15 | C | N | 7 |
| Career development and training | PSM527 | 15 | C | N | 7 |
| Mindful Leadership Development | PSM529 | 15 | C | N | 7 |
| Coaching Psychology | PSM528 | 15 | C | N | 7 |
| Psychological Assessment | PSM506 | 15 | C | N | 7 |
| The Scientist Practitioner: Advanced Methods & Evidence Based Practice | PSM530 | 15 | C | N | 7 |

Dissertation component

In order to be eligible for the award of the MSc, students must complete the 60-credit dissertation.

| Module Title | SITS Code | Module Credits | Core/ Elective | Compensation Yes/No | Level |
|--|-----------|----------------|----------------|---------------------|-------|
| Organisational Psychology Dissertation | PSM508 | 60 | C | N | 7 |

TO WHAT KIND OF CAREER MIGHT I GO ON?

If you would like more information on the Careers support available at City, please go to: <http://www.city.ac.uk/careers/for-students-and-recent-graduates>.

WILL I GET ANY PROFESSIONAL RECOGNITION?

Accrediting Body: British Psychological Society.

Only those students who hold graduate basis for chartered membership with the BPS are able to go on to become chartered occupational psychologists.

Nature of Accreditation

Visits have taken place in 1994, 1995, 2000, 2005, 2010 and 2015 following which the programme was accredited for another five student cohorts.

HOW DO I ENTER THE PROGRAMME?

Applicants for the MSc Organisational Psychology must have a first or upper second class undergraduate degree. Equivalent qualifications from an overseas university are also accepted.

Applicants for this programme would also usually be expected to have some previous work experience. Students wishing to pursue chartered occupational psychologist status with the BPS must hold the Graduate Basis for Chartered (GBC) membership with the British Psychological Society. Most psychology graduates of UK universities will automatically have GBC; psychology graduates from other universities can contact the BPS to see if they qualify for GBC. However, it is not essential to have GBC to join this MSc programme.

For students whose first language is not English, the following qualifications will meet the English language requirement for entry to a Postgraduate course of study:

- * A first degree from a UK university or from the CNAAB.
- * A first degree from an overseas institution recognised by City as providing adequate evidence of proficiency in the English language, for example, from institutions in Australia or the USA.
- * GCE O-level/GCSE English language or English literature, grade C minimum.
- * Cambridge ESOL CPE (Certificate of Proficiency in English) at grade C or above.
- * An overall score of 7.0 in the English Language Testing System (IELTS) with a minimum of 7.0 for each subtest.
- * Satisfactory standard in the verbal section of the Princeton Test (GMAT).
- * US SAT with 500 in verbal performance.
- * Warwick English Language Test (WELT) with pass grades of BBC minimum.
- * Other evidence of proficiency in the English language which satisfies the board of studies concerned.

OVERSEAS QUALIFICATIONS

Equivalent qualifications from an overseas university will be considered.

IT SKILLS

All students are expected to be computer literate.

EQUAL OPPORTUNITIES

The Programme is committed to equal opportunities. The admissions decision will rest on the qualifications, needs and aspirations of the applicant.

RPL/RPEL Requirements

RPL/RPEL: Students may apply for RPL/RPEL for a minimum of one module and a maximum of 25% of the overall credits for the programme (taught modules only). Exemptions are not awarded for programmes/qualifications that were awarded five years ago or longer, prior to the enrolment date for the intended programme of study at City. Programmes/qualifications which were awarded over five years ago may be considered towards RPL/RPEL requests if the candidate can provide supporting evidence which gives an account of ways in which learning achieved through the programme/qualification has been applied actively and updated within the past five years.

Former students of City who have been withdrawn from a programme due to academic failure are not normally permitted to RPL/RPEL any awarded credits back onto the same programme within the School.

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