

PROGRAMME AIMS AND LEARNING OUTCOMES

The programme aims to:

- To provide psychology graduates who are intending to become Chartered Psychologists with the theoretical knowledge and practical skills required by the Division of Occupational Psychology of the British Psychological Society (BPS).
- To provide training in research methodology that will enable students to pursue high quality research, whether in postgraduate studies or in a business context.
- To equip students with competencies in various practical key skills required in their future careers which are sought after by employing organisations.
- To provide a strong platform for subsequent doctoral work and continuing professional development.

Intended Learning Outcomes of the Programme

A. Knowledge & Understanding

Students should be able to:

- Demonstrate theoretical and practical knowledge in the seven areas required by the British Psychological Society.
- Learning, Training and Development; Leadership, Engagement and Motivation; Wellbeing and Work; Work Design, Organisational Change and Development; Psychological Assessment at Work; Research Design, Advanced Data Gathering and Analytical Techniques; and Applying Psychology to Work and Organisations.
- Understand the different types of research methodologies that can be employed in organisational psychology research, including both quantitative and qualitative methods.

B. Intellectual Skills

Students should be able to:

- Assess and evaluate psychological theories and practices as they relate to organisational problems and decision-making.
- Use statistics and case studies as sources of data in psychology.
- Develop qualitative and quantitative research skills in organisational psychology.
- Understand research design and strategy, formulate research questions and collect, analyse and interpret data.
- Critically evaluate published research reports.

C. Practical Skills

Students should be able to:

- Critically evaluate organisational psychology theories, models, concepts and their applications.
- Demonstrate skills for identifying and analysing organisational and worker needs.
- Demonstrate skills for formulating, implementing and evaluating interventions in organisations.
- Demonstrate an awareness of practical issues involved in applying theories within a workplace setting.
- Apply the ethical principles that should underpin the conduct of those working in the field of Occupational Psychology.

D. Transferable Skills and Personal Qualities

Students should be able to:

- Demonstrate effective communication through oral presentations, with the use of appropriate audio-visual aids.
- Demonstrate writing skills including essays in academic style and, in some cases, reports for business organisations.
- Demonstrate team-working skills.
- Demonstrate computing skills (including sources of information on the Internet).
- Effectively manage their time and prioritise their activities.
- Demonstrate higher-level cognitive skills, including analysis, synthesis and critical evaluation.
- Take responsibility for continuing to develop knowledge and skills and demonstrate personal development.