

# Work Psychology for Career Success

**BMAN 20022**

**Credit rating 10**

**Unit coordinator:** Sara Willis

**Alliance Manchester Business School**

Undergraduate

**Level 2**

## **Course unit overview**

The course introduces students to selected areas of work psychology, including how organisations identify and select talent (personnel selection), individual differences, teamwork, motivation, leadership, stress in the workplace and career management. The course focuses on the application of psychological theory & research to help students from any discipline develop their future careers and to thrive in the modern world of work.

## **Aims**

The course unit aims to enable students to understand, evaluate and apply theory and research in the areas of personnel selection & assessment, individual differences, teamwork, motivation, leadership, stress at work, and career management. The course develops students' awareness of how psychological knowledge is relevant for workplace problems and building a successful work life.

## **Learning outcomes**

At the end of the course, students should be able to:

- ? Demonstrate awareness of the application of psychological theory and research to work life problems
- ? Demonstrate awareness of the role of individual differences at work
- ? Demonstrate awareness of different strategies for employee selection and assessment
- ? Understand and evaluate theories and research concerning team working, motivation, leadership, stress at work and career management
- ? Deliver an oral presentation as a part of a team

## **Employability skills**

Other

Through the course students will develop transferable skills and personal qualities in:

- ¿ Project management skills and self-organisation ¿
- Co-operation and team working
- ¿ Presentation skills and written communication skills ¿
- Self-awareness

## **Teaching and learning methods**

10, two-hour lectures over the duration of the course. There are no separate seminars. Lectures are delivered in an interactive style with opportunity for discussion and group exercises.

Total study hours: 100 hours split between lectures, classes, self-study and preparation for classes, coursework and examinations.

Private study hours: 80

### **Assessment methods**

Individual assignment (70%) and group presentation (30%)

### **Feedback methods**

? Informal advice and discussion during lecture and workshops.

? Responses to student emails and questions from a member of staff including feedback provided to a group via an online discussion forum.

? Written and/or verbal comments on assessed or non-assessed coursework.

? Written and/or verbal comments after students have given the group presentation.

### **Requisites**

BMAN20022 is a free choice option for students with prior agreement from their home schools. MLBM students cannot take BMAN20022 if taking or have already taken SALC20401 or SALC20402. BSc Psychology students cannot take BMAN20022 if taking or already taken PSYC30241 Organisational Psychology.

### **Recommended reading**

Arnold, J. (2010). Work Psychology: Understanding Human Behaviour in the Workplace (5th ed.). Harlow, UK: Pearson

### **Scheduled activity hours**

Lectures	20
----------	----

<b>Independent study hours</b>	80 hours
--------------------------------	----------

### **Additional notes**

Pre-requisites: None

Co-requisites: None

Dependent courses: None

**Students may not take both BMAN20022 (Work Psychology for Career Success) and either the School-wide course unit SALC20401 or SALC20402 (Careers and Project Management Skills for Arts, Languages, and Cultures).**

---

To note: as this is an optional course it may not be available if an unviable number of students elect for this option.

For Academic Year

Updated:

Approved by: