Course Specification

MSc Business and Organisational Psychology

KOLM272

Academic Year 2021/2022

Please note: This specification provides a concise summary of the main features of the course 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.

We regularly review our course content, to make it relevant and current for the benefit of our students. For these reasons, course modules may be updated.

More detailed information on the learning outcomes, content, and teaching, learning and assessment methods of each module can be found in the Module Information Directory (MID), student module guide(s) and the course handbook.

The accuracy of the information contained in this document is reviewed by the University and may be verified by the Quality Assurance Agency for Higher Education.

1. Introduction

The MSc Business and Organisational Psychology course provides an understanding of applying psychology in business settings, including understanding consumer behaviours, employee engagement and the impact of globalisation on organisational behaviours. The course provides an opportunity for professionals and future professionals without a background in psychology to learn about psychology theory applied to business, contributing to the development of important skills to manage human behaviour and promote well-being in a business and organisational context. This recognises that the knowledge and skills related to business psychology are fundamental for a diverse range of professionals including marketers, organisational communication professionals, and human resources professionals, among others. More broadly, the course will appeal to those responsible for managing diverse teams or working as part of a team or those seeking Continued Professional Development (CPD) opportunities.

The course is offered as Full-Time over one year or Part-Time over two years. The course aims to develop skills, capabilities, and confidence to apply a range of psychological principles, ranging from perception and learning, and social dynamics to research methods, to business. Within every module tutors evidence their practical experience and apply psychology to inform understanding of a range of business problems. The graduates from this course typically go on to develop their own consultancy practice or work within business-related employment opportunities in a range of commercial and public sector organisations, both in their home country or internationally. The variety of opportunities include (but not exclusive to) Human Resource management, recruitment and training management, workplace well-being practice/management roles and. Successful completion of the course allows graduates to practice Business and Organisational Psychology in related field, this is not transferable to other areas of psychological practice. Building on the vast international network of the staff and recognising the international outlook of students that usually choose this course, the students will have the opportunity to experience an international environment that will contribute to the development of their intercultural skills.

The course has been designed to be digitally rich providing students with the opportunities to benefit from highly structured and guided digital learning and a global online community. Students may engage in contact hours with the course team through attending classes in-person. In order to account for the flexibility of course engagement all assessments have been designed for a digital submission allowing for parity for students regardless of their choice of contact type.

The staff teaching on the courses have several links to national and international organisations from different sectors such as healthcare, consultancy services and higher education. These links contribute to a constant dialogue and knowledge transference between academia and industry and vice versa.

The courses have many features which make for a rich student experience:

- Multi-disciplinary degree, open to candidates without psychology as a first degree.
- Digitally rich experience
- It has a distinctly international focus so as to enable graduates to learn and compete in a global business environment.
- Consumer psychology forms a separate module in this course and provides a critical understanding of marketing and advertising practices.
- Students will be taught review methods for analysing literature and relate this to an entrepreneurial idea via a business plan.

D2 Available Award(s) and Modes of Study

Title of Award	Mode of attendance	UCAS Code	FHEQ Level
MSc Business and Organisational Psychology (180 credits)	FT (1 Year) and PT (2 Year)	n/a	7
	FT (1 Year) and PT (2 Year)		7

PgD in Business and Organisational Psychology (120 credits). PgC in Business and Organisational Psychology (60 credits).			
3 Awarding Institution/Body	Coventry University.		
4 Collaboration	N/a		
5 Teaching Institution and Location of delivery	IBA Kolding IBA Erhvervsakademi Kolding		
6 Internal Approval/Review Dates	Date of approval*/latest review*: March 2018, Amended February 2020, Amended February 2021 Date for next review: Academic year 2023/26 (6 Years)		
7 Course Accredited by			
8 Accreditation Date and Duration			
9 QAA Subject Benchmark Statement(s) and/or other external factors	The relevant qualification descriptor(s) are set out in the general description for taught master's degrees https://www.qaa.ac.uk/docs/qaa/quality-code/qualifications-frameworks.pdf QAA Subject Benchmark Statement for Psychology November 2019 available at: https://www.qaa.ac.uk/docs/qaa/subject-benchmark-statements/subject-benchmark-statement-psychology.pdf?sfvrsn=6935c881_13 In addition the British Psychological Society's 'Standards for the accreditation of undergraduate, conversion and integrated Masters programmes in psychology' January 2019 have been used to inform standards, available at: https://www.bps.org.uk/sites/www.bps.org.uk/files/Accreditation/Undergraduate%20Accreditation%20Handbook%202019.pdf This programme is subject to approval by the Danish Evaluation and Accreditation Institute (EVA) April 2022 https://www.eva.dk/videregaaende-uddannelse		
10 Date of Course Specification	June 2021		
11 Course Director	Peter Waring Lei		

12 Outline and Educational Aims of the Course

The key educational aims of the course are to:

1) Develop the understanding, skills, and confidence of learners needed to become Business Psychologists or for employment in associated fields such as HR or consultancy
2) Provide learning environments in which the learners can practice the application of evidence-based practice in workplace contexts
3) Provide a global and practical outlook of Business and Organisational Psychology, and of modern problems and solutions of this field, informed by contemporary experiences.

The Teaching and Learning Strategy also follows the relevant Teaching and Learning guidance provided in the QAA Subject Benchmark Statement for Psychology October 2016 in that it:

- Involves a change from initially supported and guided study to more independent and self-directed study, enabling graduates to take a critical stance to theories, findings and approaches of the discipline.

- Emphasises active learning and the acquisition of both generic and subject-specific skills and abilities.

- Features a greater emphasis on methods involving independent study leading towards a Literature Review and Business Plan.

- Involves many different forms of teaching and learning that are appropriate to Psychology including lectures, seminars, individual tutorials, guided reading, independent study, digital learning opportunities, working in student groups, distance learning and individual project supervision. It also incorporates problem-based learning approaches, experiential learning, and student-led learning.

- The course curriculum and its content, along with the array of assignments are all designed to enable the student to achieve the intended course learning outcomes. The MSc Business and Organisational Psychology degree utilises a broad range of teaching and learning strategies in order to develop student skills as identified in the course learning outcomes. The course will utilise practice-oriented themes and will be set within a global context. Students will have the opportunity to learn about the applicability of Business and Organisational Psychology in an international context.

- Students gain knowledge and develop critical and evaluative skills through a structured series of lectures, tutorials, seminars, workshops, guided online activities and independent learning activities. Guest lecturers are also utilised on the course to give the students additional insight into the application of Business Psychology. Students develop critical awareness through small group discussions following engagement with primary materials. They are also directed to lecture related resource materials (such as web resources and research databases) and essential and additional reading.

- Generic transferable skills are embedded within teaching on the modules. In particular, project planning workshops (KOLM7005BOP) engage with skills such as group work, report writing (e.g. KOLM7002BOP, KOLM7004BOP, KOLM7000BOP), problem solving, (e.g. KOLM7003BOP, 7004BOP, KOLM7006BOP), planning (KOLM7000BOP, KOLM7005BOP) and use of IT (e.g. KOLM7005BOP, KOLM7002BOP), while the project element (KOLM7006BOP) allows students to demonstrate the ability to work independently.

13 Course Learning Outcomes

On successful completion of the MSc and PgD Business and Organisational Psychology course, students will be able to:

1. Demonstrate a comprehensive knowledge and critical understanding of how psychology can be applied to business, including research and theory.
2. Demonstrate a critical understanding of how psychology can be applied to global, real-world questions, situations, and contexts for the benefit of individuals, teams, and organisations.
3. Evidence a critical understanding of psychology as a science, psychological research paradigms and theories and knowledge-generation applicable to practitioners in business and organisational psychology.
4. Demonstrate a range of transferable skills including, but not necessarily limited to, working independently and within teams, numerical and reasoning skills, digital literacy, communicating effectively in a variety of media to different audiences with scientific argument and sensitivity, and appropriate self-management strategies to organise time and workloads.
5. Apply critical evaluation, professional and ethical conduct, and evidence-based practice in business psychology.

In addition, students who successfully complete the MSc Business and Organisational Psychology will demonstrate;

6. The ability to systematically review academic literature on a topic of relevance to business and organisational psychology.
7. The ability to develop an innovative business proposal or intervention informed by academic evidence and strategic analysis.

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14 Course Structure and Requirements, Levels, Modules, Credits and Awards

The MSc and PgD Business and Organisational Psychology can be taken full-time over 1 academic year or part-time over 2 academic years normally starting in either September or February.

MSc Full – Time: students will undertake 180 credits
MSc Part – Time: students will undertake 180 credits, normally 4 modules in Year 1 (80 credits) and 3 modules in Year 2 (100 credits)

Modules within the course, the levels and credit value are tabled below, all modules are mandatory for the award stated and taught within a semesterised academic year.

Full-time mode September intake (Module sequencing may be subject to change)

Semester	Module Code	Title	Credit Value
1	KOLM7002BOP	Psychological Assessment at Work	20
1	KOLM7003BOP	Work and Wellbeing	20
1	KOLM7004BOP	Leadership Engagement and Motivation	20
2	KOLM7000BOP	Learning, Training and Development	20
2	KOLM7001BOP	Consumer Psychology	20
2	KOLM7005BOP	Project Planning & Research Skills	20
3	KOLM7006BOP	Systematic Literature Review and Evidence Based Practice	60

Part-time mode September intake (module sequence may be subject to change)

Year	Semester	Module Code	Title	Credit Value
Y1	S1	KOLM7002BOP	Psychological Assessment at Work	20
Y1	S1	KOLM7005BOP	Project Planning & Research Skills	20
Y1	S2	KOLM7004BOP	Leadership Engagement and Motivation	20
Y1	S2	KOLM7000BOP	Learning, Training and Development	20
Y2	S1	KOLM7003BOP	Work and Wellbeing	20
Y2	S2	KOLM7001BOP	Consumer Psychology	20
Y2	S3	KOLM7006BOP	Systematic Literature Review and Evidence Based Practice	60

MSc Business and Organisational Psychology

The table below shows how each module contributes to the overall learning outcomes of the course.

Module credit level	Module Code	Title	Credit Value	Mandatory/ Optional	Course Learning Outcomes
7	KOLM7002BOP	Psychological Assessment at Work	20	M	**1, 2, 3, 4**
7	KOLM7003BOP	Work and Wellbeing	20	M	**1, 4, 5**
7	KOLM7004BOP	Leadership Engagement and Motivation	20	M	**1, 2, 3, 4**
7	KOLM7000BOP	Learning, Training and Development	20	M	**1, 2, 3, 4, 5**
7	KOLM7001BOP	Consumer Psychology	20	M	**1, 2, 3, 4, 5**
7	KOLM7005BOP	Project Planning & Research Skills	20	M	**1, 4, 5**
7	KOLM7006BOP	Systematic Literature Review and Evidence Based Practice	60	M	**2, 5, 6, 7**

Students who do not progress through their studies may be eligible for an alternative award detailed below subject to the University Academic and Course Regulations for these awards.

Cascade of Awards:

MSc Business and Organisational Psychology (180)
↓
PG Diploma in Business and Organisational Psychology (120)
↓
PG Certificate in Business and Organisational Psychology (60) Fall Back Award only

15 Criteria for Admission and Selection Procedure

- Applicants must have a minimum of an honour's degree equivalent to a 2:2. Honours degrees not in a related subject will be treated as 'non-standard' application.
- Applicants whose first language is not English should have an IELTS 6.5 overall, with no component lower than 5.5.
- Non-standard applicants may be considered for entry to the course and will be at the discretion of the Course Director and the Link Tutor.
- Applicants with relevant professional experience are particularly welcome.

<u>Recognition of Prior Learning</u>

Recognition of Prior Learning (RPL)/Recognition of Experiential Learning (RPEL) shall be in accordance with University Regulations. Prior learning shall only be recognised at the point of admission to the course and shall not be given for more than two thirds of any course.

16 Academic Regulations and Regulations of Assessment

This Course conforms to the standard Coventry University IBA regulations on IBA VLE (Canvas)

17 Indicators of Quality Enhancement

The Course is managed by the IBA Kolding Quality Assurance Unit in collaboration with the relevant staff in the Academic Partnership Unit (APU) at Coventry University and the Link Tutor in the School of Psychological, Social and Behavioural Sciences Board of Study of the Faculty of Health and Life Sciences.

External Examiners report annually on the course and their views are considered as part of the annual Collaborative Course Quality and Enhancement Monitoring Process (CCQEM).

All assessment is moderated by Coventry University staff in line with APU policy.

The External Examiner has the opportunity to moderate all assessment tasks and a sample of assessed work for each course. They will report annually on the course and/or constituent courses and their views are considered as part of the CCQEM. Details of the CCQEM process can be found on the APU's website.

Students are represented on the Study Board of IBA Study and will normally meet two or three times per year.

Student views are also sought through module and course evaluation questionnaires.

The course has been designed in accordance with the QAA Master's Degree Characteristics, the QAA Quality Code for Higher Education October 2019 (4.17 Descriptor for a higher education degree qualification at level 7 on the FHEQ and SCQF level 11 on the FQHEIS: master's degree), the QAA Subject Benchmark Statement for Psychology October 2019, and the British Psychological Society's 'Standards for the accreditation of undergraduate, conversion and integrated Masters programmes in psychology' October 2016.

The QAA's review of higher education undertaken in February 2015 confirmed that Coventry University meets UK expectations in:

- the setting and maintenance of the academic standards of its awards.
- the quality of student learning opportunities.
- the quality of the information about learning opportunities.
- the enhancement of student learning opportunities.

   All courses are subject to continuing and periodic review.

The following are additional key indicators of quality and standards:
- Review and approval by the Danish Evaluation and Accreditation Institute every 3 years.
- Relevance by emphasis on Innovation and Entrepreneurship across all educational offerings
- Retention of students through focus on engagement and involvement of students in pedagogical planning and building strong relationships between teaching staff and students
- Efficient organization by exploiting resources effectively using synergy and best practice within teaching, administration and service.
- IBA has excellent links with local employers.
- External Examiner reports point to the quality of the course and identify no problem areas.
- IBA's focus on developing employability skills across all taught programmes
- IBA's systematic evaluation and improvement of teaching via student feedback and follow-up.
- IBA's internal teaching staff development programme and adjunct approval process.
- Digitalisation and building digital skills are integrated part of learning, teaching and administration at IBA

IBA achieved "Positive Institutional Accreditation" June 2018 by the Danish Accreditation Board and confirm that IBA:
- IBA Kolding has a coherent and well-functioning quality-control system.
- IBA has provided concrete and ambitious objectives for their work around ensuring consistently high quality, along with various indicators to ensure that these objectives are reached.

18 Additional Information

Key sources of information about the course and student support can be found on the IBA Kolding VLE system:

Key sources of information about the course and student support are available online as follows:

- • Course material which will include:
- - Course Handbook
- - Syllabus for various modules
- - Teaching plan
- - Student Handbook
- • Module material which will include:
- - Detailed module contents and other details of the modules
- - Detailed teaching and learning information on the assessment.
- -

Study Support material which will include modules and descriptions on IBA Kolding system as well as lectures on oral presentations in connection with coursework and examinations.

19 Course strategy Assessment Map

Module	Brief assessment details	Assessment type	Core/ Applied Core	Formative/ Summative (F/S)	Course Learning Outcomes								* Submission
					1	2	3	4	5	6	7	8	**Semester 1**
7003BOP	Intervention design	Essay	Applied Core	S	✓			✓	✓				Week 10
7005BOP	Literature review proposal	Project proposal	Applied core	S	✓			✓	✓				Week 10
													Semester 2
7000BOP	Development of a training programme plan	Project proposal	Applied core	S	✓	✓	✓	✓	✓				Week 11
7004BOP	A Consultancy report of case study	Case Study	Applied core	S	✓	✓	✓	✓					Week 10
7001BOP	CW1: Development of a product and plan a marketing research CW2: Development of an advertising (video, animation or poster) with report accompanying it	Report Video/Animati on /Poster	Applied core Applied core	S S	✓	✓	✓	✓	✓				Week 8 Week 10
7002BOP	Multi-media consultancy report	Report	Applied core	S	✓	✓	✓	✓					Week 11
													Semester 3
7006BOP	A draft of the systematic literature review	Dissertation		F			✓	✓	✓	✓			Week 8
7006BOP	Systematic literature review	Dissertation	Applied Core	S						✓	✓	✓	TBC set centrally
7006BOP	Draft of business plan or intervention	Dissertation		F		✓			✓		✓		Week 8
7006BOP	Business idea or intervention based on findings of systematic literature review	Dissertation	Applied core	S		✓				✓		✓	TBC set centrally