

MODULE DESCRIPTOR

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| Module Title | Psychology in the Workplace |
| Course Title | BSc (Hons) Psychology (and pathways), BSc (Hons) Psychology with Criminology, BSc (Hons) Psychological Counselling |
| School | <input checked="" type="checkbox"/> ASC <input type="checkbox"/> ACI <input type="checkbox"/> BEA <input type="checkbox"/> BUS <input type="checkbox"/> ENG <input type="checkbox"/> HSC <input type="checkbox"/> LSS |
| Division | Psychology |
| Parent Course (if applicable) | BSc (Hons) Psychology |
| Level | 6 |
| Module Code (showing level) | PSY_6_PWK |
| JACS Code (completed by the QA) | |
| Credit Value | 20 credit points |
| Student Study Hours | Contact hours: 44 Student managed learning hours: 156 Placement hours: 0 |
| Pre-requisite Learning | None |
| Co-requisites | None |
| Excluded combinations | None |
| Module co-ordinator | Name: Dr Jamie Smith-Spark Email: smithspj@lsbu.ac.uk |
| Short Description (max. 100 words) | The Psychology in the Workplace module will cover a range of different topics related to work (or industrial) psychology, cognitive ergonomics, and behaviour in organisational settings. In broad terms, the module will cover issues relating to organisations, individual workers, and inclusive practices. It will address such topics as organisational change, the challenge of an ageing workforce, human-machine interaction, stress and work, human error and accident prevention, and designing workplaces and tools for workers with additional needs or in different cultures. <u>Inclusive practice:</u> Assessment in this module has been designed to provide all students with the opportunity to demonstrate their knowledge, understanding and skills to the best effect. Specific aspects of inclusive practice include making assessments available as soon as possible (and |

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| | <p>preferably from the start of the module), providing coursework support in seminars and lectures, providing opportunities for coursework support in Psychology Drop-in support sessions, providing formative experience of each assessment method before it is used to assess summatively, and providing optionality in the choice of topic and/or target audience.</p> <p><u>This module assesses the following BPS core domain(s):</u> Cognitive psychology, Individual Differences, Social psychology, Conceptual and historical issues in psychology</p> |
| Aims | <p>The module aims to provide the opportunity:</p> <ul style="list-style-type: none"> • To introduce students to the conceptual and historical background of psychological approaches to the study of the workplace • To develop an understanding of key issues and theories in work psychology • To allow students to explore the theoretical and applied basis of psychological research on work psychology • To practice and develop a range of practical and transferable skills • To critically evaluate relevant research and see how research can contribute to improved practice |
| Learning Outcomes (4 to 6 outcomes) | <p>Knowledge and Understanding:</p> <ul style="list-style-type: none"> • Critically evaluate the contribution of psychological research and theory to our understanding of the psychology of workplace environments <p>Intellectual Skills:</p> <ul style="list-style-type: none"> • Apply psychological knowledge to solve real-world problems • Reflect critically upon one's own role within a group working towards a common goal <p>Communication Skills:</p> <ul style="list-style-type: none"> • Demonstrate effective oral and written communication of psychological research |
| Employability | <p>This module develops knowledge and skills relevant for further specialist study and/or a career in Industrial or Organisational Psychology or related fields such as Human Resources or Ergonomics and Human Factors. It provides a basis for beginning to think about the conceptual underpinnings and assumptions that underlie knowledge and practices in the fields of Work, Industrial, and Organisational Psychology and Ergonomics.</p> |
| Teaching and learning pattern | <p>Contact hours includes the following: (please click on the checkboxes as appropriate)</p> <p><input checked="" type="checkbox"/> Lectures <input checked="" type="checkbox"/> Group Work:</p> <p><input type="checkbox"/> Seminars <input type="checkbox"/> Tutorial:</p> <p><input type="checkbox"/> Laboratory <input type="checkbox"/> Workshops</p> <p><input type="checkbox"/> Practical <input type="checkbox"/> VLE Activities</p> |
| Indicative content | <p>Organisational culture and climate</p> <p>Work design</p> <p>Teams, groups, and leadership</p> <p>Stress and work</p> |

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| | <p>Automation in the workplace</p> <p>Telecommuting and remote working</p> <p>Human error and accident prevention</p> <p>Mental health at work</p> <p>Gender and equality in the workplace</p> <p>Work motivation</p> <p>Job satisfaction and productivity</p> |
| <p>Assessment method (Please give details – of components, weightings, sequence of components, final component)</p> | <p>Formative assessment: Assessment support and skills development will be enhanced using formative assessment via workshops in which both knowledge and skills development are practised, discussed, and verbal feedback provided. Skills to be supported include critical evaluation, teamwork, problem-solving, and communication. Students will have the opportunity to have feedback on a coursework-relevant presentation.</p> <p>Summative assessment: Portfolio (100%), consisting of three components: 1) a group oral PowerPoint presentation (contributing 40% of the portfolio mark), 2) an annotated bibliography (contributing 20% of the portfolio mark), and 3) a 1000-word reflective essay indicating the student's individual role within the coursework group linked to appropriate psychological theory (contributing 40% of the portfolio mark).</p> |
| <p>Mode of resit assessment (if applicable)</p> | <p>Formative assessment: N/A</p> <p>Summative assessment: Component 1) 1500-word essay, Components 2 and 3: Make good original submissions in the light of feedback or submit for the first time.</p> |
| <p>Indicative Sources (Reading lists)</p> | <p>Core materials:</p> <ol style="list-style-type: none"> 1. Arnold, J., Randall, R., Patterson, F., Silvester, J., Robertson, I., Cooper, C., Burnes, B., Harris, D., & Axtell, C. (Eds., 2016). <i>Work psychology</i> (6th ed.). Harlow, Essex: Pearson. 2. Huczynski, A. A., & Buchanan, D. A. (2013). <i>Organizational behaviour</i> (8th ed.). Harlow, Essex: Pearson. 3. Chmiel, N., Fraccaroli, F., & Sverke, M. (Eds., 2017). <i>An introduction to work and organizational psychology: An international perspective</i> (3rd ed.). Chichester, West Sussex: John Wiley & Sons. <p>Optional reading:</p> <ol style="list-style-type: none"> 1. Hoffman, R. R., Hancock, P. A., Scerbo, M. W., Parasuraman, R., & Szalma, J. L (2017). <i>The Cambridge handbook of applied perception research</i>. New York: Cambridge University Press. |

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| | <p>2. Reason, J. (2015). <i>Organizational accidents – revisited</i>. Farnham, Surrey: Ashgate. ISBN: 978-1-4724-4768-5.</p> <p>3. Salvendy, G. (Ed., 2012). <i>Handbook of human factors and ergonomics</i> (4th ed.). Hoboken, NJ: John Wiley.</p> |
| <p>Other Learning Resources</p> | <p><u>Journals:</u> Applied Ergonomics Applied Psychology Ergonomics European Journal of Work and Organizational Psychology Human Factors Industrial and Organizational Psychology International Journal of Industrial Ergonomics Journal of Applied Psychology Journal of Business and Psychology Journal of Experimental Psychology: Applied Journal of Experimental Psychology: Human Perception and Performance Journal of Occupational and Organizational Psychology Organizational Behavior and Human Decision Processes Organizational Dynamics Organizational Psychology Review Reviews of Human Factors and Ergonomics</p> |