MSc Occupational Psychology/ Organisational Psychology

We offer two complementary degree courses within the area of occupational and organisational psychology. The MSc Occupational Psychology is for those who have completed an accredited undergraduate course and have the Graduate Basis for Chartership (GBC) of the British Psychological Society. If you haven’t got the GBC but do have interest or experience in this professional area, the MSc Organisational Psychology provides an opportunity to progress to postgraduate study.

Whichever course you follow, you will benefit from working with permanent academic staff who have industrial experience and undertake regular consultancy work, as well as external psychologists from both consultancies and large organisations. Teaching and learning methods include lectures, workshops, seminars, tutorials and guest speakers, and we place a strong emphasis on the development of practical skills.

Assessment for both courses is by examination, coursework, demonstration of a series of competencies and completion of a project. The project is a substantive piece of investigative work, normally carried out in an external organisation and sometimes conducted abroad. Host organisations for MSc projects have included government departments, large commercial concerns in both manufacturing and service sectors, a range of consultancies and charities.
MSc Organisational Psychology
If you don’t have the Graduate Basis for Chartership but are interested in exploring career development within this professional area, the MSc Organisational Psychology offers you a challenging programme of study, developing your knowledge of organisations and the people who work for them. Although the course is not accredited by the British Psychological Society, you work alongside and share modules with students on the accredited MSc Occupational Psychology, and will be able to achieve the same level of academic attainment and understanding of this professional area.

MSc Occupational Psychology
This course combines high-level vocational training with academic rigour. It will prepare you for careers in a variety of areas including consultancy, specialist roles within organisations, research and particular technical specialisations. It is accredited by the British Psychological Society and provides the knowledge base or stage one for becoming a Qualified Occupational Psychologist.

Our aim is to produce rounded professionals with basic competence not only in the various technical areas, but also in a range of professional skills, enabling successful graduates to effectively interact with future clients and colleagues.

Both courses include the following modules:

- **Human Potential and Performance** focuses on the role of human psychology within the framework of potential and performance at work, and the development of organisational theory and psychology. It makes specific reference to the relationship between the individual, work and the workplace.

- **Research and Professional Skills in Action** introduces and develops the research and professional skills that are core to occupational/organisational psychology. This module is designed to explore the links between theory and practice and to highlight the specific skills you’ll need to demonstrate in order to become a reflective professional.

- **Selection and Assessment** examines the selection process and the practical constraints in which selection takes place. It includes methods of pre-screening (application forms and biodata); job analysis; interview methods and weaknesses of interviews; the design and use of assessment centres; psychometric measures (ability and personality); legal and broader organisational issues in selection and assessment; and evaluation of selection procedures.

- **Ergonomics and Human Factors** looks at the psychological factors which affect the safe and effective performance of tasks. It features the use and design of equipment in terms of human resource and system limitations; work design at the micro level concentrating mainly on operator/equipment interaction; and the design of complete work environments and work procedures taking into account issues of health and safety.

- **Transition Psychology** examines the changing nature of society; work/nonwork and how this impacts on the nature of careers; exploring ways in which psychologists have defined careers; transitions and how these are manifest in occupational/organisational psychological interventions; the key theories of counselling and how and when these have been used by occupational psychologists; the self-managed career; emerging issues in transition psychology such as life/work balance; the possible influences of the emerging paradigm of positive psychology; and the role of performance appraisal in organisations.

- **Organisations and Change** is a critical examination of organisational theories, group dynamics, leadership, and other aspects in an organisational context. It includes the organisational context of employment; the structure of organisations, dealing with questions such as functional specialisms, formal structures and roles; factors influencing the characteristics of organisations; strategy formulation and the role of strategic choice; the field of organisational development and the role of the occupational psychologist; issues of organisational change and organisational culture; and the techniques of the organisational development specialist.

Additional information - There are a small number of scholarships available for international students. Please ask for more details when you apply.