



Programme Specification

A statement of the knowledge, understanding and skills that underpin a taught programme of study awarded by
The University of Sheffield

1	Programme Title	Business and Organisational Psychology
2	Programme Code	MGTT001
3	JACS Code	C811
4	Level of Study	Masters
5	Final Qualification	MSc
6	Intermediate Qualification(s)	Diploma
7	Teaching Institution (if not Sheffield)	Not applicable
8	Faculty	Social Sciences
9	Home Department	Management School
10	Other Department(s) involved in teaching the programme	Not applicable
11	Mode(s) of Attendance	Full-time
12	Duration of the Programme	One academic year (Sep-Sep)
13	Accrediting Professional or Statutory Body	The British Psychological Society
14	Date of production/revision	March 2015, November 2023, April 2024, September 2024

15. Background to the programme and subject area

Business and Organisational Psychology – concerned with people at work – is a significant growth area of Psychology providing exciting study and career opportunities. The field first achieved public recognition from pioneering studies on the efficacy of wartime factory operatives and in solving social problems associated with technological change.

The Sheffield MSc in Business and Organisational Psychology is based within the Institute of Work Psychology (IWP), Sheffield University Management School. Teaching is carried out by staff of the IWP which has evolved from the Social and Applied Psychology Unit, established by the Medical Research Council in 1968 to increase understanding of well-being and effectiveness. The Sheffield MSc was started in 1975, making it one of the longest running Organisational Psychology MSc programmes in the UK. The programme covers the knowledge areas delineated by the British Psychological Society (BPS) which form Stage 1 of the Qualification in Business and Organisational Psychology – required for gaining status as a Chartered Occupational Psychologist. The first part of the programme is devoted to teaching the various areas of Business and Organisational Psychology, and the last part is dedicated to a research project culminating in submission of a dissertation. This project is almost always carried out in an organisational setting.

Teaching styles are participative and interactive. Case study and workshop activities are encouraged so that learning is both interactive and relevant to modern organisations. The Course emphasises a reflective approach to Business and Organisational Psychology, encouraging students to develop a knowledgeable and critical understanding of relevant empirical and theoretical research. Students also spend time learning practical skills e.g. interviewing, negotiating, team working and administering psychometric tests.

As well as covering the main areas of Business and Organisational Psychology, emphasis is placed on training students in research methodology, both quantitative and qualitative, and the use and interpretation of statistical data. Considerable importance is placed on student-centred learning, and on a student-led research project, usually conducted with outside organisations.

The programme is approved by the BPS as providing a grounding for entry into the BPS Division of Business and Organisational Psychology for those with Graduate Basis for Chartership.

Our course attracts students who are interested in a career in fields such as business consultancy, Human Resource Management, Human Factors and research. Graduate students go on to practise in major employing organisations in both the public and private sector (e.g. British Telecom, the National Health Service, Health and Safety

Laboratories, Metropolitan Police, British Petroleum, Glaxo, etc.). They are also employed in successful worldwide consultancies. Others have also gone on to further research in this and other universities.

16. Programme aims

1. Our graduates have advanced knowledge in Business and Organisational Psychology and the ability to apply this knowledge in an effective manner.
2. Our students will be employable professional graduates.
3. Our students will have contextually relevant critical thinking skills.
4. Our students will be socially responsible professionals in Business and Organisational Psychology.

17. Programme learning outcomes

Knowledge and understanding: students will	
K1	Attain advanced knowledge of theory and concepts in Business and Organisational Psychology.
K2	Create solutions using theories and concepts in Business and Organisational Psychology.

Skills and other attributes: students will be able to:	
S1	Demonstrate advanced written communication skills for different purposes and audiences.
S2	Deliver persuasive oral presentations for different purposes and audiences.
S3	Recommend evidence-based management solutions to complex/wider contexts.
S4	Critically analyse complex management practices.
S5	Critically synthesise relevant theoretical concepts.
S6	Integrate social responsibility concepts into management practices.

Students successfully completing the Postgraduate Diploma programme will be able to demonstrate K1- K6 and S1, S2, S6, S7, S8 above, and S3, S4 and S5 with the exception of skills specifically associated with carrying out the research dissertation.

18. Teaching, learning and assessment

Development of the programme learning outcomes is promoted through various teaching and learning methods as described below.

Teaching is delivered via workshops, small group seminars as well as via lectures and practical classes (K1 to K6, S1-S8). For the research project, students receive individual supervision from their specialist supervisor. The research project is further supported by a series of workshops that focus on the whole project cycle from gaining access, to collecting data and writing up the thesis.

Additional information about applied research and practice is communicated via a series of seminars with invited speakers who practise Business and Organisational Psychology in various settings (K6).

The combination of teaching methods is designed to develop and reinforce the key knowledge and skill outcomes described above.

Opportunities to demonstrate achievement of the programme learning outcomes are provided through various assessment methods as described below.

Assessment consists of, written assignments, group projects and completion of a research dissertation. Group work exercises are strongly encouraged throughout class activities to help students collaborate with others (S8) and communicate effectively, disseminate knowledge (S4, S5) as well as to help them with their critical reflection on their own development (S7). The research dissertation will assess the implementation of a wide range of skills as students must critically review the literature to develop research questions, design and implement research projects in an ethical manner and present the findings for both academic and practitioner audiences. (K1-6, S2-S7).

For those seeking to obtain Stage 1 for the QOccPsych all elements of the course must be passed.

If students do not complete the research project component but successfully pass all the other taught units a Diploma in Business and Organisational Psychology may be offered instead.

19. Reference points

The learning outcomes have been developed to reflect the following points of reference:

The Mission Statement of the University of Sheffield, as presented in its Corporate Plan.

The Learning and Teaching Strategy of the University of Sheffield.

British Psychological Society curriculum for Business and Organisational Psychology.

20. Programme structure and regulations

The Sheffield MSc in Business and Organisational Psychology is accredited by the BPS and covers all curriculum areas required by the BPS for a MSc in Business and Organisational Psychology. The Course is organised into eight taught modules each focusing on a curriculum area or a specialist part of a curriculum area (e.g., statistics).

The research project (also referred to as the 'dissertation' and the final – 9th- module) is based in an organisational setting and takes up the latter part of the course.

In addition, students will have the opportunity to learn the skills needed to gain BPS Test User Qualifications in Psychometric Testing through the psychological assessment at work module.

Detailed information about the structure of programmes, regulations concerning assessment and progression and descriptions of individual modules are published in the University Calendar available on-line at www.sheffield.ac.uk/calendar

21. Student development over the course of study

The programme is designed so that students progressively achieve more advanced levels of learning and practice. The first two semesters (September to May) are designed to provide them with the knowledge and understanding of the various theoretical, empirical and methodological elements of Business and Organisational Psychology as well as the practical skills and techniques. From May to September the student conducts an independent research project. During the project they are supported further by one-to-one supervision, as well as a series of workshops dedicated to the project process.

22. Criteria for admission to the programme

Minimum 2:1 undergraduate honours degree in any degree broadly related to psychology or management, with some evidence of statistical content' English language requirements for higher degree level (e.g. IELTS score of 7).

Detailed information regarding admission to the programme is available in the University's On-Line Prospectus at www.shef.ac.uk/prospective/prospectus.html

23. Additional information

Please refer to the Departments' web pages at <http://www.shef.ac.uk/iwp/postgraduates/msc> and to the British Psychological Society's web pages at <http://www.bps.org.uk/index.cfm>.

This specification represents a concise statement about the main features of the programme and should be considered alongside other sources of information provided by the teaching department(s) and the University. In addition to programme specific information, further information about studying at The University of Sheffield can be accessed via our Student Services web site at www.shef.ac.uk/ssid