



## Programme Specification

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

1	<b>Programme Title</b>	Work Psychology
2	<b>Programme Code</b>	MGTT021
3	<b>JACS Code</b>	C811
4	<b>Level of Study</b>	Masters
5	<b>Final Qualification</b>	MSc
6	<b>Intermediate Qualification(s)</b>	Diploma
7	<b>Teaching Institution (if not Sheffield)</b>	Not applicable
8	<b>Faculty</b>	Social Sciences
9	<b>Home Department</b>	Management School
10	<b>Other Department(s) involved in teaching the programme</b>	Not applicable
11	<b>Mode(s) of Attendance</b>	Full-time
12	<b>Duration of the Programme</b>	1 academic year (Sep-Sep)
13	<b>Accrediting Professional or Statutory Body</b>	The British Psychological Society
14	<b>Date of production/revision</b>	March 2015, November 2023, April 2024

### 15. Background to the programme and subject area

Work Psychology – concerned with people at work – is a vigorous 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 Work Psychology is based within the Institute of Work Psychology (IWP), Sheffield University Management School. The programme covers the same material as the MSc Occupational Psychology, but students going through this route will not be accredited by the British Psychological Society. 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 occupational well-being and effectiveness, and to identify factors leading to their enhancement.

The programme covers the knowledge areas delineated by the British Psychological Society (BPS) which form Stage 1 of the Qualification in Occupational Psychology. The first part of the programme is devoted to teaching the various areas of Work 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 Occupational/Work 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 and administering psychometric tests.

As well as covering the main areas of Occupational/Work 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.

This programme is not approved by the BPS and BPS Graduate Basis for Chartered Membership (GBC) is not a prerequisite for admission onto the programme – although students will need to have covered a significant amount of psychology in their undergraduate degree in order to take part in the programme.

There is significant demand for Work Psychologists all over the world and 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 students will be employable professional graduates.
2. Our students will have contextually relevant critical thinking skills.
3. Our students will be socially responsible professionals in Work Psychology.
4. Our graduates have advanced knowledge in Work Psychology and the ability to apply this knowledge in an effective manner.

## 17. Programme learning outcomes

### Knowledge and understanding: students will

<b>K1</b>	Attain advanced knowledge of theory and concepts in Work Psychology.
<b>K2</b>	Create solutions using theories and concepts in Work Psychology.

### Skills and other attributes: students will be able to:

<b>S1</b>	Demonstrate advanced written communication skills for different purposes and audiences.
<b>S2</b>	Deliver persuasive oral presentations for different purposes and audiences.
<b>S3</b>	Recommend evidence-based management solutions to complex/wider contexts.
<b>S4</b>	Critically analyse complex management practices.
<b>S5</b>	Critically synthesise relevant theoretical concepts.
<b>S6</b>	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 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 practice occupational 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 examinations, written assignments and completion of a research dissertation. The examination papers consist of essay questions or case studies and will assess the underlying theoretical and practical principles of the curriculum areas of occupational psychology (relating to learning outcomes K1 to K6 – and part of S3). The written assignments will test the ability of students to develop, integrate and apply their knowledge and skills (learning outcomes K1-6 and S3, S4 & S5). 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).

If students do not complete the research project component but successfully pass all the other taught units a Diploma in Work 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 Occupational Psychology.

## **20. Programme structure and regulations**

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 – 9<sup>th</sup>- 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.shef.ac.uk/calendar](http://www.shef.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 Occupational/Work 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**

All applicants for this programme must have at least an upper second class first degree (or equivalent) in a psychology-relevant discipline (or joint honours with psychology – or have undertaken a significant amount of psychology within their first degree). We would expect them to have covered statistics, research methods and have conducted a research project within their first degree. 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](http://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>

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](http://www.shef.ac.uk/ssid)