



Module code	OP	NQF level	6
Credit value	15	Study duration	9 weeks

# Occupational Psychology

## Module description

This module is concerned with the performance of people at work. How organisations, individuals and groups of people learn, perform, function and thrive. In this module students will gain an understanding of the significant theories and approaches associated with the discipline with the aim that they will be able to apply this knowledge both to their own performance management and the management of others.

### This module aims to:

- Develop students':
  - understanding of significant theories and models used in occupational psychology
  - critical evaluation relating to their own performance and the performance of others

## Learning outcomes

On completion of this module, students will be able to:

- critically evaluate work based behaviours from a psychological perspective
- apply the principles of psychometrics to test selection and evaluation
- apply this knowledge to work-based problems
- execute a research method commonly applied in the field of occupational psychology
- communicate ideas and research in a variety of ways, including using written, oral or visual means

## Syllabus

- The history of occupational psychology
- Talent management
- Well-being at work
- Motivation in the workplace
- Organizational behaviour

## Learning and teaching methods

The pedagogical approach for this module is informed through the principles of collaborative enquiry, constructionism and scientific apprenticeship.

Collaborative enquiry is supported through our internet-mediated learning platform that aims to develop a learning community and support dialogue and collaboration between students. This is encouraged through online peer discussion and debate to construct a unique learning experience that enhances students' subject understanding through social interactions and empowers them to explain their understandings, and receive feedback from tutors and peers.

Learning through scientific apprenticeship will take place through the integration of scientific knowledge, principles and experience into the practical application of scientific report.

Teaching will be delivered through the provision of specified reading materials that will be provided on the University of Essex Online learning platform, and will be supported by specified discussion forums, pre-recorded lecturecasts and biweekly online question and answer sessions (using synchronous communication software and application sharing facility).

Students will be provided with indicative guidance on, and encouraged to look at relevant websites which are appropriate to the learning outcomes, and to identify and share appropriate web-based resources (as learning support references) with their fellow students.

The pre-recorded lecturecasts and the online question and answer sessions will include referenced use of selected case studies which will be drawn from the reading materials and the practice-based and professional/educational contexts and experience of the tutors.

Self-managed learning will supplement lectures and students will be given direction on required and indicative reading.

Description of unit of assessment	Length/Duration	Submission date	Weighting
Small Scale Research Project	2,000 words	Mid module (Unit 7)	50%
Research poster and Virtual Presentation: Comment on two of your fellow students' posters and reply to two comments on your own poster (250 words for each post)	1,000 words plus the creation of an A4 sized (one-sided) poster	End of module	50%