

MODULE DESCRIPTOR

Module Title

Organisational & Management Psychology			
Reference	SS2069	Version	2
Created	May 2024	SCQF Level	SCQF 8
Approved	February 2022	SCQF Points	15
Amended	May 2024	ECTS Points	7.5

Aims of Module

To provide the student with an understanding of organisations and of the psychological aspects of functioning within an organisation, including individual personalities, culture, diversity, group work, management procedures and practices.

Learning Outcomes for Module

On completion of this module, students are expected to be able to:

- 1 Discuss the key theories in relation to organisational development, structure, culture and change.
- 2 Appraise the psychological aspects of work within organisations.
- 3 Evaluate the impact of management and organisations on individuals.
- 4 Demonstrate knowledge and understanding of the application of entrepreneurship to organisational development.

Indicative Module Content

Organisational structures and cultures. Organisational change. Workplace diversity and protected characteristics. Leadership diversity. Organisational communication. Work motivation. Ergonomics and Environmental Psychology. Work groups and teams. Leadership and management. Stress and burnout. Appraising and monitoring performance. Conflict management and negotiation. Entrepreneurship. Career Development. Training. Selection.

Module Delivery

This is a mainly lecture based module with supporting seminars/workshops and student-centred learning. The on-campus activities will be supplemented and supported with online activities where appropriate.

Indicative Student Workload

	Full Time	Part Time
Contact Hours	24	N/A
Non-Contact Hours	126	N/A
Placement/Work-Based Learning Experience [Notional] Hours	N/A	N/A
TOTAL	150	N/A
<i>Actual Placement hours for professional, statutory or regulatory body</i>		

ASSESSMENT PLAN

If a major/minor model is used and box is ticked, % weightings below are indicative only.

Component 1

Type:	Coursework	Weighting:	100%	Outcomes Assessed:	1, 2, 3, 4
Description:	Component 1 will be assessed by an essay.				

MODULE PERFORMANCE DESCRIPTOR**Explanatory Text**

Grade D or above must be achieved in Component 1 to achieve a module pass.

Module Grade	Minimum Requirements to achieve Module Grade:
A	A for Component 1
B	B for Component 1
C	C for Component 1
D	D for Component 1
E	E for Component 1
F	F for Component 1
NS	Non-submission of work by published deadline or non-attendance for examination

Module Requirements

Prerequisites for Module	None, in addition to SCQF 8 entry requirements or equivalent.
Corequisites for module	None.
Precluded Modules	None.

INDICATIVE BIBLIOGRAPHY

- 1 ARNOLD, J., 2010. *Work Psychology*. 5th ed. Harlow: Prentice Hall
- 2 HUCZYNSKI, A., and BUCHANAN, D., 2017. *Organisational Behaviour: An introductory text*. 9th ed. Harlow: Pearson.
- 3 MCKENNA., E.F., 2012. *Business psychology and organisational psychology*. 5th ed. New York: Psychology Press.
- 4 MUCKINSKY, P.M., 2008. *Psychology applied to work*. 9th ed. Belmont: Wadsworth.
- 5 MULLINS, J., 2013. *Management and Organisational Behaviour*. 10th ed. Harlow: Financial Times Prentice Hall.
- 6 RANDELL, R., 2020, *Work psychology: understanding human behaviour in the workplace*. Harlow: Pearson.