PROGRAMME SPECIFICATION

Course record information

Name and level of final award:	**MSc Business Psychology**
	The MSc Business Psychology is a Bologna FQ-EHEA second cycle degree or diploma compatible.
Name and level of intermediate awards:	Postgraduate Diploma in Business Psychology
	Postgraduate Certificate in Business Psychology
Awarding body/institution:	University of Westminster
Status of awarding body/institution:	Recognised Body
Location of delivery:	Cavendish
Language of delivery and assessment:	English
Course/programme leader:	Stephen Benton
Course URL:	http://www.westminster.ac.uk/courses/subjects/psychology/postgraduate-courses/full-time/p09fpbpy-msc-business-psychology
Mode and length of study:	FT
University of Westminster course code:	W50
JACS code:	
UCAS code:	
QAA subject benchmarking group:	
Professional body accreditation:	Association of Business Psychology
Date of course validation/review:	December 2014
Date of programme specification:	2015/16

Admissions Requirements

Standard qualifications for admission to the course are one of the following:

A UK Honours Degree, 2.2 or above (or overseas equivalent) in Business Studies, Psychology or related subjects;
or

Equivalent qualifications from a course of study which includes a substantial business or management studies component or other postgraduate qualifications in a discipline relevant to human resource management and/or business psychology.

Standard University entrance requirements will be applied in regard to the standard of English required from overseas applicants. The current regulations state that for acceptance onto masters' programmes applicants should have achieved a level of 6.5 IELTS or equivalent (eg 5.8 TOEFL).

Applicants without standard qualifications may apply and may have their submissions reviewed by a selection panel. Such candidates will need to demonstrate a significant amount of relevant working experience and that they will be able to study effectively at Master's level. In order to identify possible differences of organizational positions/responsibility and range of professional skills associated with organisational and international differences, admission decisions will draw upon the criteria contained within the Institute of Personnel Development's document, 'International Competencies' (1995).

Applicants may be interviewed by the Course Leader or a member of the teaching team before a decision is made.

Aims of the Course

The overarching aim is to produce graduates able to diagnose and communicate organisational needs, design and implement business psychology interventions and to build strategic organisational goals and programmes. Specifically it aims to:

1.   provide a competence-based postgraduate route towards people management skills for professional business psychologists;

2.   provide a sound understanding of how to a build strategic behavioural capacity within an organisation in order to provide requisite people skills necessary to map onto an organisation's strategic aims;

3.   provide students with a knowledge and skills base to enable them to work effectively within a diversity of interpersonal situations;

4.   provide students with a coherent conceptual base from which to identify and analyse behaviour in order to facilitate the development of high quality information gathering and exchange;

5.   provide students with an understanding of and capacity to recognise the skills needed to prepare for and maximise the opportunities for effective conflict resolution;

6.   encourage students to consider the demands of working across disciplines;

7.   enable graduates to design and use competence programmes within the workplace.

8.   provide students

Employment and Further Study Opportunities

Today's organisations need graduates with both good degrees and skills relevant to the workplace, i.e., employability skills. The University of Westminster is committed to developing employable graduates by ensuring that:

- Career development skills are embedded in all courses
- Staff continue to widen and strengthen the University's links with employers in all sectors

The course has been designed to equip graduates with a body of knowledge and associated skills that are both market sensitive while flexible and generative, applicable across a range of workplace environments.

Learning Outcomes

Promoting:

- Communication skills

- Application of flexible people management strategies;

- The ability to collect, analyse and integrate behavioural and organisational information;

- The ability to produce cogent summaries for both written and oral presentations;

- Group problem: structuring, solving and closure;

- Team working;

- Awareness of and competence in working with individual differences.

Knowledge and Understanding

By the end of this course the student should be able to:

1. understand the application of psychology to the theory and practice of aspects of HR and Organisational Behaviour;

2. diagnose organisational needs and link diagnostic and strategic analyses to organisational issues;

3. design and implement Business Psychology interventions and assess individual development needs using a variety of approaches;

4. analyse behavioural problems and reach strategic decisions within a variety of interpersonal and cultural contexts;

5. demonstrate transferable skills and effectiveness as an independent problem solver and learner.

Specific Skills

The modules cover the core aspects of competence within the area of Business Psychology.

The modules are designed to guide and support students' development to:

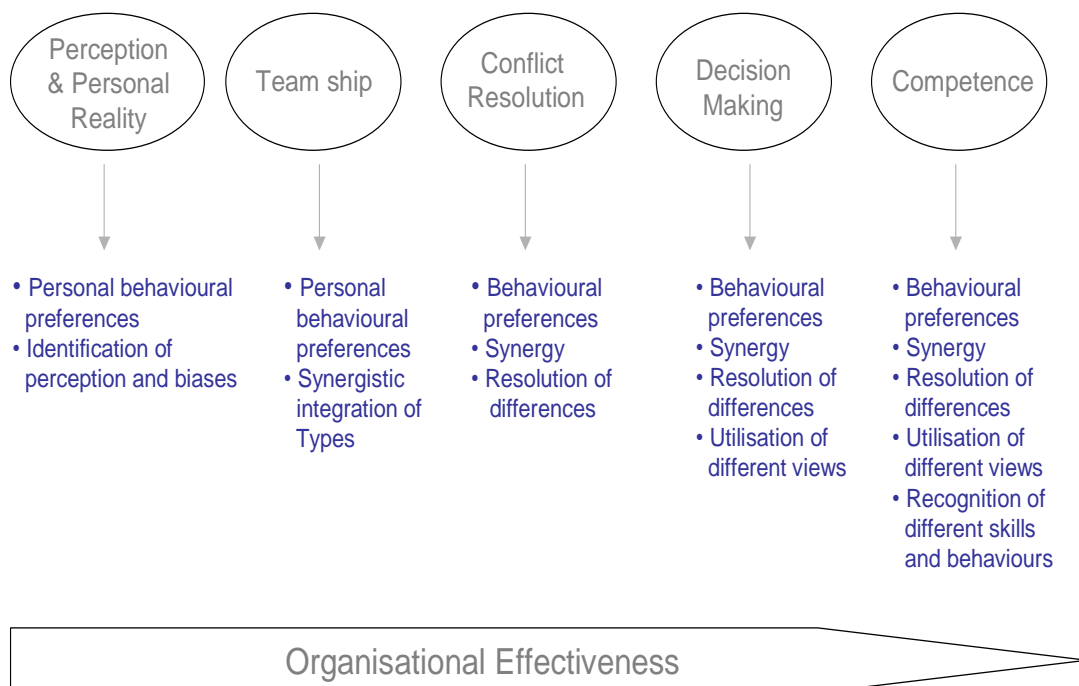- Identify and utilise individual differences as highlighted by the course core areas;

- Analyse groups, teams and leadership styles;

- Design and deliver training interventions in building, leading and improving teams;

- Demonstrate an ability to use personality and team evaluation tools and this may include tools such as: *Insights*, G-Wave, Focussed Conversation Method, *Lumina Spark,* Personal Construct Grids and Appreciative Inquiry.

- Use diagramming techniques to represent information and to provide feedback using diagrams created

- Translate and structure information of a choice problem into a decision model through structuring, scoring and assigning importance values as part of a facilitation process;

- Develop decision models using EXCEL and gain experience in the use of the HIVIEW software;

- Analyse and manage conflict and negotiation exchanges using the **Bpsy**$^{©}$ model and other approaches;

- Design and practice the delivery of competency programmes;

- Design, create and deliver oral presentations;

- Present and communicate effectively in both oral and written formats.

The Role of Business Psychology

The course is designed around the framework of the **Bpsy**© Model that was created and developed by Professor Stephen Benton. Each of the areas in the model represents structurally distinct core modules with the exception of perception and personal reality, which highlight the body of knowledge on individual differences, integrated into course modules. An additional component/module, named Organisational Diagnostics, was added to formalise the collection and evaluation of information, generated between individuals and within organisations, as addressed by the model's original core components.

Key Transferable skills

The Role Of Business Psychology

Perception & Personal Reality	Team ship	Conflict Resolution	Decision Making	Competence
• Personal behavioural preferences • Identification of perception and biases	• Personal behavioural preferences • Synergistic integration of Types	• Behavioural preferences • Synergy • Resolution of differences	• Behavioural preferences • Synergy • Resolution of differences • Utilisation of different views	• Behavioural preferences • Synergy • Resolution of differences • Utilisation of different views • Recognition of different skills and behaviours

Organisational Effectiveness

Students will develop a portfolio of concepts and behavioural skills which will enable them to enhance their:

- Experience of working effectively in groups and as a group and team leader.

- Experience in how to negotiate and help solve conflicts across a range of situations.

- Communication skills and application of flexible people management strategies.

- Group problem structuring

- Knowledge of how to collect, record and analyse information.

- Produce cogent summaries/report for both written and oral presentation

Teaching, Learning and Assessment Methods

Learning
The course is a synthesis of; cognitive and applied psychology, competence models and practice and HR issues aimed at producing a coherent model of and approach to diagnosing, studying and analysing peoples' behaviour in organisations. Consequently, the assessment criteria reflect the course approach and objectives.

Learning Themes (These are intended to help student's focus on opportunities for their personal development):
- Skills in the identification of individual differences as they impact upon interpersonal, team and organisational behaviours;

- Capability to design appropriate interventions in order to achieve performance improvement in keeping with the Bpsy model;

- An understanding of the assessment and development tools needed to initiate and support improved team outcomes;

- An ability to use the range of models that underpin the *Bpsy*© model in order to identify ways in which individual differences form the basis for improved performance in the core areas addressed;

  Deliver an analysis of Strategic needs at both the behavioural and organisational level.
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- An ability to produce a psychologically coherent analysis of various workplace behaviours;

- An ability to diagnose behaviours and to design change programmes as behavioural bases in generating and delivering organisational and behavioural strategies.

Teaching
A mixture of lectures, seminars, workshop sessions and use of visiting speakers/practitioners.

Assessment
We use assessment to help students consolidate their learning and to differentiate performance. Each module will have assessments of Oral presentations and presentations

will range from a case diagnostic analysis with likely interventions to assessment of competing models. Presentations will be individual and team based. Written assessment

would involve a deeper analysis of competing issues/models and will usually be framed within a context that prompts a specific outcome. Some modules' final assessment is the product of a semester long group work of a substantial piece of module work and assessment here is split between oral presentation and written report. Other modules carry a written final exam. Formal assessment involves oral presentations, case study analyses, essays and written examinations.

Course Structure

This section shows the core and option modules available as part of the course and their credit value. Full-time Postgraduate students study 180 credits per year.

The course runs for one full academic year and is divided into two semesters. In the first semester students will study a diet of **THREE** modules plus the year-long core project module. This study regime will establish a solid combination of theoretical, analytical and behavioural skills. Consequently, the second semester offers the student the opportunity to make an informed choice with respect to their personal development preferences within the Business Psychology field. The combination of a core project requirement and an option module will provide a wider environment from which students may pursue personal objectives and develop expertise.

Course Credit Structure

Semester 1:   Core Module 1 + Core Module 2 + Core Module 3 = 20 + 20 + 20 = 60 credits

Semester 2:   Core Module 4 + Core Module 5 + one Optional Module = 20 + 20 + 20 = 60 credits

              PLUS   The Year-long Project module + 60 Credits =Total of 180 credits

Semester 1

1BPY7A1	Team Work for Effective Organizations	20 credits	Core
1BPY7A2	Conflict Resolution: Negotiation	20 credits	Core
1BPY7A3	Facilitated Decision Making	20 credits	Core

Semester 2

SBPY700	Organisational Diagnostics: Tools and Approaches	20 credits	Core
BHRM712	Contemp. Issues in Strategic HRM	20 credits	Core
	Option Module	20 credits	
1BPY7A5	Project (Double Module – Year long)	60 credits	Core

MSc Business Psychology Course Structure Diagram

Full-time

Semester One	Semester Two
1BPY7A3 Facilitated Decision Making	1BPY7A4 Development of Competency Frameworks: An Approach for Individuals, Team and Organisations
1BPY7A1 Team Work for Effective Organizations	SBPY700 Organisational Diagnostics: Tools and Approaches
1BPY7A2 Conflict Resolution: Negotiation	Option
1BPY7A5 Project (Year-long)	

Part time students are required to study 4 modules in each year of the Two year programme.

Part Time Course Structure

Semester One	Semester Two
Year 1 Up to TWO Core modules (except 1BPY7A5)	**Year 1** Any TWO Core modules (except 1BPY7A5)
Year 2 Remaining Core module(s)	**Year 2** Option
1BPY7A5 Project (Year-long)	

NB: Not all option modules will necessarily be offered in any one year.

Academic regulations

The M.Sc. Business Psychology and its intermediate awards operate in accordance with the University's Academic Regulations and the Framework for Higher Education Qualifications in England, Wales and Northern Ireland published by the Quality Assurance Agency for Higher Education (QAA) in 2008.

All students should make sure that they access a copy of the current edition of the general University handbook called Essential Westminster, which is available at westminster.ac.uk/essential-westminster. The following regulations should be read in conjunction with Section 18: Modular Framework for Postgraduate Courses and relevant sections of the current Handbook of Academic Regulations, which is available at westminster.ac.uk/academic-regulations

Award

To qualify for the award of MSc Business Psychology, a student must have:
- obtained a minimum of 180 credits at Level 7 (this may include a maximum of 30 credits at Level 6 where validated as part of the award);
- attempted modules worth no more than 240 credits; and
  Note: A first attempt of any module will count as an attempt, and a re-attempt of any module that a student has failed will count as a further, separate attempt. Re-assessment following referral at the first sit will not count as a further separate attempt.
- satisfied the requirements contained within any course specific regulations for the relevant Course Scheme.

The University may award:
- a Masters Degree with Merit to a student whose marks average at least 60% across modules at Level 7.
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- a Masters Degree with Distinction to a student whose marks average at least 70% across the modules at Level 7.

Intermediate awards

Students who are unable or do not wish to complete the MSc Business Psychology, may be eligible to claim an intermediate award as described below. If a student plans (for whatever reason) to leave the course they are registered for and so wants to claim an intermediate award, they must notify the relevant Faculty Registry Office in writing. The University will then confer any intermediate award for which they are eligible at the next available opportunity. A student shall not normally be allowed to claim more than one award within the same postgraduate route/course.

Postgraduate Diploma in Business Psychology

To be eligible for the award of a Postgraduate Diploma, a student must have:

a)   passed a minimum of 120 credits at Level 7 (this may include a maximum of 30 credits at Level 6 where validated as part of the award); and

b)   satisfied the requirements contained within any course specific regulations for the relevant Course Scheme.

The University may award:-

a **Postgraduate Diploma with Merit** to a student whose marks average at least 60% across the modules contributing to the award, where the Diploma is the **target award** rather than an intermediate award conferred following failure in one or more modules.

a **Postgraduate Diploma with Distinction** to a student whose marks average at least 70% across the modules contributing to the award, where the Diploma is the **target award** rather than an intermediate award conferred following failure in one or more modules.

Postgraduate Certificate in Business Psychology

To be eligible for the award of a Postgraduate Certificate, a student must have:

a)   passed modules a minimum of 60 credits at Level 7 (this may include a maximum of 20 credits at Level 6 where validated as part of the award); and

b)   satisfied the requirements contained within any course specific regulations for the relevant Course Scheme.

The University may award:-

a **Postgraduate Certificate with Merit** to a student whose marks average at least 60% across the modules contributing to the award, where the Certificate is the **target award** rather than an intermediate award conferred following failure in one or more modules.

a **Postgraduate Certificate with Distinction** to a student whose marks average at least 70% across the modules contributing to the award, where the Certificate is the **target award** rather than

an intermediate award conferred following failure in one or more modules.

Support for Students

Upon arrival, an induction programme will introduce students to the staff responsible for the course, the campus on which they will be studying, the Library and IT facilities and to the Faculty Registry. Students will be provided with the Course Handbook, which provides detailed information about the course. Students are allocated a personal tutor who can provide advice and guidance on academic matters.

Learning support includes four libraries, each holding a collection of resources related to the subjects taught at their Faculty. Students can search the entire library collection online through the Library Search service to find and reserve printed books, and access electronic resources (databases, e-journals, e-books).

Students can choose to study in the libraries, which have areas for silent and group study, desktop computers, laptops for loan, photocopying and printing services. They can also choose from several computer rooms at each campus where desktop computers are available with the general and specialist software that supports the courses taught at their Faculty. Students can also securely connect their own laptops and mobile devices to the University wireless network.

 The University uses a Virtual Learning Environment called Blackboard where students access their course materials, and can communicate and collaborate with staff and other students.

Student Affairs provide advice and guidance on accommodation, financial and legal matters, personal counselling, health and disability issues, careers and the chaplaincy providing multi-faith guidance. The Student Affairs Hub is located at 101 New Cavendish Street, Cavendish House (1st Floor), with an additional office located at the Harrow Campus.

http://www.westminster.ac.uk/study/new-students/when-you-arrive

The University of Westminster Students' Union also provides a range of facilities to support all students during their time at the University. http://www.uwsu.com/.

Key Reference Points for the course

Internally
UoW Framework for Postgraduate Courses
UoW Quality Assurance Handbook
UoW Enhancing the Curriculum: Learning, Teaching and Assessment Strategy
UoW Skills Policy

Externally
Association of Business Psychologists' Professional Guidelines
QAA Descriptor for a qualification at Masters (M) level

Professional Body Accreditation

The MSc Business Psychology is fully accredited by the Association of Business Psychologists.

Quality Management and Enhancement

Course Management

Professor Stephen Benton, Course Leader, responsible for day to day management and curriculum development.

Dr Kathryn Waddington, Head of Department of Psychology, holds overall responsibility for the course and other departmental courses, within the Faculty of Science and Technology.

Ayleen Wisudha holds responsibility for the Professional Development programme and is acting deputy course leader.

Professor Jane Lewis, Dean of Faculty, holds overall responsibility for the courses in the Faculty.

Course approval, monitoring and review

The course was approved by a University Validation Panel in 1997, 2003 2009 and again in 2014. The panel included internal peers from the University and external subject specialists from academia and industry to ensure the comparability of the course to those offered in other universities and the relevance to employers. Periodic course review helps to ensure that the curriculum is up-to-date and that the skills gained on the course continue to be relevant to employers.

The course is monitored each year by the Faculty to ensure that it is running effectively and that issues that might affect the student experience have been appropriately addressed. Staff will consider evidence about the course, including the outcomes from each Course Committee, evidence of student progression and achievement and the reports from External Examiners, to evaluate the effectiveness of the course. The University's Quality Assurance and Enhancement Committee audits this process and the outcomes are reported to the Academic Council of the University, which has overall responsibility for the maintenance of quality and standards in the University.

Student involvement in Quality Assurance and Enhancement

Student feedback is important to the University and student views are taken seriously. Student feedback is gathered in a variety of ways. The most formal mechanism for feedback on the course is the Course Committee. Student representatives will be elected to sit on the Committee to represent the views of their peer group in various discussions. The University and the Students' Union work together to provide a full orientation to the role of the Course Committee.

All students are invited to complete a Module Feedback Questionnaire before the end of each module. The feedback from this will inform the Module Leader on the effectiveness of the module and highlight areas that could be enhanced. The University also has an

annual Student Experience Survey which elicits feedback from students about their course and University experience.

Students meet with review panels when the periodic review/accreditation of the course is conducted to provide oral feedback on their experience on the course. Student feedback from Course Committees is part of the Faculty quality assurance evidence base.

For more information about this course, please go to:
http://www.westminster.ac.uk/courses/subjects/psychology/postgraduate-courses/full-time/p09fpbpy-msc-business-psychology

Applications for admission are processed by Professor Stephen Benton bentons@westminster.ac.uk and Ayleen Wisudha AyleenWisudha@westminster.ac.uk