1. **Title of the module**

BUSN7510 (CB751): Psychology of the Contemporary Workplace

1. **School or partner institution which will be responsible for management of the module**

Kent Business School

1. **The level of the module (Level 4, Level 5, Level 6 or Level 7)**

Level 6

1. **The number of credits and the ECTS value which the module represents**

15 credits (7.5 ECTs)

1. **Which term(s) the module is to be taught in (or other teaching pattern)**

Spring

1. **Prerequisite and co-requisite modules**

None

1. **The programmes of study to which the module contributes**

BBA, BSc Management, BSc International Business

1. **The intended subject specific learning outcomes.  
   On successfully completing the module students will be able to:**

8.1 Understand the relevance of psychological theories of the workplace to contemporary organizations

8.2 Critically evaluate and analyse the key factors shaping and changing the contemporary work environment

8.3 Demonstrate a critical and detailed understanding of best practice in regards to maintaining and improving levels of employee engagement and satisfaction in the workplace

8.4 Understand and analyse the behavioural elements of people management from a psychological perspective in the workplace

8.5 Assess contemporary theoretical developments around psychology and the workplace

1. **The intended generic learning outcomes.  
   On successfully completing the module students will be able to:**

9.1 Synthesise information clearly and critically

9.2 Select and organise complex information from a variety of sources

9.3 Structure and express complex arguments using relevant social science concepts and theories

9.4 Communicate effectively orally and in writing

9.5 Demonstrate efficient time management skills

1. **A synopsis of the curriculum**

This module presents an overview of what work psychology is and its relevance and usefulness in improving our understanding and management of people (including ourselves) at work. Many work places operate sophisticated and expensive systems for assessing the costs and benefits of various workplace elements but often do not extend this to the management of employees. This module aims to demonstrate the benefits of having a comprehensive understanding of the role psychology can play in the management of people in contemporary organizations. Indicative content includes:

* Work psychology
* Individual differences and psychometrics
* Best practice personnel selection
* Stress and well-being
* Motivation
* Stereotypes and group behaviour
* Leadership and diversity
* The dark side of personality
* Political behaviour in the workplace
* The psychology of entrepreneurs
* Using work psychology to enhance employability

1. **Reading list (Indicative list, current at time of publication. Reading lists will be published annually)**

Arnold, J. and Randall, R. et al. (2016) *Work Psychology: Understanding Human Behaviour in the Workplace,* 6th Edition. London: FT Prentice-Hall

Lewis, R & Zibarras, L. (2013) *Work and Occupational Psychology: Integrating Theory and Practice.* London: Sage

Woods, S.A. & West, M.A. (2014) *The Psychology of Work and Organizations.* 2nd Edition Andover: Cengage Learning EMEA,

1. **Learning and teaching methods**

The module will be taught by lectures, seminars and private study.

Total Contact Hours: 21

Private Study Hours:129

The module will be organised in lectures and seminars dealing with topical as well as ‘classical’ case studies. Students will be encouraged to work first individually and to participate actively in seminars. In both lectures and seminars, practical solutions to practical cases will be sought by applying the relevant theories, concepts and approaches.

Videos, case studies and presentations will be the main teaching methods employed in both lectures and seminars. Additionally, seminars will include simulations and debates.

1. **Assessment methods**
   1. Main assessment methods

Examination - two hours duration, closed book and unseen: 60%

Individual Report (2,500-3,000 words): 40%

* 1. Reassessment methods

Reassessment will be like for like

1. **Map of module learning outcomes (sections 8 & 9) to learning and teaching methods (section12) and methods of assessment (section 13)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Module learning outcome** |  | *8.1* | *8.2* | *8.3* | *8.4* | *8.5* | *9.1* | *9.2* | *9.3* | *9.4* | *9.5* |
| **Learning/ teaching method** |  |  |  |  |  |  |  |  |  |  |  |
| *Private Study* |  | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** |  | **x** |
| *Lectures* |  | **x** | **x** | **x** | **x** | **x** | **x** |  | **x** |  |  |
| *Seminars* |  | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** |  |
| **Assessment method** |  |  |  |  |  |  |  |  |  |  |  |
| *Examination (2 hours)* | *60%* | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** |
| *Individual report (2,500-3,000 words)* | *40%* | **x** | **x** | **x** | **x** | **x** |  | **x** | **x** | **x** | **x** |

1. **Inclusive module design**

The School recognises and has embedded the expectations of current equality legislation, by ensuring that the module is as accessible as possible by design. Additional alternative arrangements for students with Inclusive Learning Plans (ILPs)/ declared disabilities will be made on an individual basis, in consultation with the relevant policies and support services.

The inclusive practices in the guidance (see Annex B Appendix A) have been considered in order to support all students in the following areas:

a) Accessible resources and curriculum

b) Learning, teaching and assessment methods

1. **Campus(es) or centre(s) where module will be delivered**

Canterbury

1. **Internationalisation**

There will be reference to global work psychology methods in academic literature and practice, and discussion of international organisations in this module.

**FACULTIES SUPPORT OFFICE USE ONLY**

**Revision record – all revisions must be recorded in the grid and full details of the change retained in the appropriate committee records.**

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| --- | --- | --- | --- | --- |
| Date approved | Major/minor revision | Start date of the delivery of revised version | Section revised | Impacts PLOs (Q6&7 cover sheet) |
| 29/01/2018 | Minor | January 2019 | 5, 11, 13-14, 17 | No |
|  |  |  |  |  |