1. **Title of the module**

PREM6004 (LA529) The Psychology of the Work Environment

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

Centre for English and World Languages (CEWL)

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 Term

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

None

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

Pre-Masters Graduate Diploma in Business, Management and Finance

1. **The intended subject specific learning outcomes.  
   On successfully completing the module students will be able to:**
   1. understand the relevance of psychological theories of the workplace to contemporary organisations
   2. critically understand and analyse the key factors shaping and changing the contemporary work environment
   3. demonstrate a critical and detailed understanding of best practice with regard to maintaining and improving levels of employee engagement and satisfaction in the workplace
   4. understand and analyse the behavioural elements of people management from a psychological perspective in the workplace
   5. assess contemporary theoretical developments around psychology and the workplace
   6. understand the role and importance of diversity and how it contributes to the contemporary workplace environment
2. **The intended generic learning outcomes.  
   On successfully completing the module students will be able to:**
   1. synthesise information clearly and critically
   2. select and organise complex information from a variety of sources
   3. structure and express complex arguments using relevant social science concepts and theories
   4. communicate effectively orally and in writing
   5. demonstrate effective time management skills
   6. work well independently
3. **A synopsis of the curriculum**

This module presents an overview of work psychology, how people behave within a work environment and why this field is relevant to the understanding and management of people in the workplace (including self-reflection). Organisations can have a tendency to focus on their financial profile and implement costly systems to measure performance, yet do not necessarily pay sufficient attention to the management of their employees. This module aims to demonstrate the benefits of having a comprehensive understanding of the role psychology can play in the management of people within contemporary organisations.

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

* Arnold, J. & Randall, R. (2016) *Work Psychology: Understanding Human Behaviour in the Workplace*, 6th Edition. Harlow: Pearson Education Limited
* Ross, H.J. (2014) *Everyday Bias. Identifying and Navigating Unconscious Judgements in Our Daily Lives.* Maryland: Rowman and Littlefield
* Woods, S.A. & West, M.A. (2014) *The Psychology of Work and Organizarions*,2nd Edition. Andover: Cengage Learning EMEA

1. **Learning and teaching methods**

Total contact hours: 33

Private study hours: 117

Total study hours: 150

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

In Course Test (40 minute) (20%)

Case Study (3500 words) (80%)

13.2 Reassessment methods

Reassessment instrument: 100% exam

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

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| **Module learning outcome** | *8.1* | *8.2* | *8.3* | *8.4* | *8.5* | *8.6* | *9.1* | *9.2* | *9.3* | *9.4* | *9.5* | *9.6* |
| **Learning/ teaching method** |  |  |  |  |  |  |  |  |  |  |  |  |
| Private Study | **x** | **x** |  | **x** | **x** | **x** |  | **x** |  |  | **x** | **x** |
| *Lectures* | **x** | **x** | **x** | **x** | **x** | **x** |  |  | **x** | **x** |  |  |
| *Seminar/workshop* | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** |  |
| **Assessment method** |  |  |  |  |  |  |  |  |  |  |  |  |
| *In Course Test* | **x** | **x** | **x** | **x** | **x** | **x** |  |  |  |  | **x** | **x** |
| *Case Study* | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** | **x** |

1. **Inclusive module design**

The Centre 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**

The module will include a specific element relating to cultural diversity within the workplace and how people’s attitudes to religious observances (for example) affect working relationships. As students taking this module will be predominantly from Overseas, they will be encouraged to bring into the debate, differences they might perceive to exist within their own country’s workplaces and to consider whether elements that affect workplace psychologies are universal or affected by culture. Reading recommendations will include a broad range of literature that includes analysis of global workplace environments.

**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) |
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Revised FSO Jan 2018