MSc Business Psychology Programme Handbook

Introduction to the Programme

A very warm welcome to the MSc Business Psychology degree programme at Arden University. I'm Susie Phillips-Baker, a Chartered and HCPC Registered Occupational and Coaching Psychologist, and I will be your Programme leader.

My background includes over two decades of experience working in the private and public sector in the UK and Ireland. This has included the design and delivery of assessment and development programmes from entry through to Senior levels of policing, working with neuro-differences in the workplace including diagnostic assessments, training, and coaching as well as work as an independent psychologist. My continued passion for learning led me to complete a PhD in Psychology and, alongside work as a practitioner, to teach Occupational Psychology at postgraduate level. I continue to work as a practitioner with a particular interest in coaching psychology and neurodiversity.

Congratulations on taking an exciting step towards a highly rewarding career within this applied branch of psychology. The whole course team and I are looking forward to working with you across your learning journey.

The business psychology programme is made up of 8 core modules as follows:

- Psychological Assessment at work
- Core Research Methods
- Learning, Training and Development
- Coaching and Mentoring
- Leadership, Engagement and Motivation
- Health and wellbeing at work
- Work Design, Organisational Change and Development
- Business Psychology Research Project

An outline of the content of each of the modules and the assessment methods used can be found in the Module Definition Form section of iLearn. Please note a 20-credit module is equivalent to 200 hours of self-guided learning.

Within this handbook, you can find out more about the learning outcomes of the programme and how the course aligns with wider academic and professional bodies.

Across your studies you'll have the opportunity to engage with a wide range of extracurricular activities, such as virtual social activities, careers related events and contribute to student led projects such as the student conference.

We're so glad that you have decided to join our vibrant learning community and we can't wait to support you throughout your studies.

Dr Susie Phillips-Baker CPsychol
Programme Leader

Dual Accreditation

We are extremely proud that our MSc in Business Psychology at Arden is dual accredited by both the British Psychological Society and the Association of Business Psychology, see more details below.

The British Psychological Society (BPS) is the representative body for psychology and psychologists in the UK. They are responsible for the development, promotion, and application of psychology for the public good. Arden University's MSc Business Psychology programme is accredited by the BPS and therefore successful completion of the full MSc Business Psychology degree will enable students to take a significant step towards becoming an Occupational Psychologist with the BPS by fulfilling the requirements of stage one of the chartership process. Students are required by the BPS to hold a qualifying degree which is eligible for Graduate Basis for Chartership (GBC) in order to follow the societies 'Stage 2' qualification to become a Chartered Occupational Psychologist, following completion of the Masters. See more details by following this link Graduate membership (GMBPsS) | BPS , or speak to your programme lead.

BPS Membership: Once the student has enrolled onto the MSc Business Psychology programme and completed the induction, Arden University will register their membership with the BPS, and cover the cost of membership whilst the student is actively studying. This will provide the student with a wide range of resources that may help them during their studies. BPS membership is a mark of quality that prospective students and employers understand and value. It keeps open the widest range of training, development, and employment opportunities for graduates.

The Association for Business Psychology (ABP) is an organisation that promotes professional excellence and a community of practice for business psychologists. The ABP advocates the use of research methodologies and theories to improve business performance and the quality of working lives. Arden University's MSc Business Psychology programme has been accredited by the ABP. Students who successfully graduate from an ABP accredited MSc can utilise the ABP Certified Business Psychologist (CBP) post-nominal and can send a copy of their transcript to the ABP to confirm their status as a Certified Business Psychologist[1].

ABP Membership: Students are entitled to one year's free membership with the ABP upon joining the MSc Business Psychology programme and completing the induction. Activation of the one year's free membership must be done by the student via the ABP website. Instructions on the student membership and the application portal can be found on the ABP website. ABP membership is a mark of quality that prospective employers understand and value. It keeps open a range of training, development, and employment opportunities for graduates.

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[1] *The ongoing use of any post-nominal is predicated on the individual maintaining their status as a general member of the ABP and meeting any ongoing evidentiary or CPD requirement the ABP may set. There are no such requirements currently, other than maintaining general ABP membership, but this is kept under review.*

Meet the course team

The Business Psychology department comprises a passionate and experienced team drawing on a range of backgrounds, knowledge, and skills. Our course materials have been written by internal and external subject matter experts, including practitioner psychologists and consultants working in the field of business and coaching psychology. We may also, from time to time, invite guest speakers or visiting lecturers, according to speciality or areas of interest, to further support your learning.

Here is a brief introduction to some of the wonderful staff you will meet during your studies!

Ali Brown

Ali has been teaching and training in a variety of contexts for 20 years. In addition to her role as Lecturer in Business Psychology, Ali works as a coach and consultant, applying theory and research from Occupational Psychology to all manner of business and people issues in the public and private sectors, including education and the emergency services. This includes assessing staff mental health and wellbeing and devising novel interventions, designing bespoke psychometric tests, and training leaders in coaching skills.

Dr Anthony Thompson

Anthony is the Programme Lead for the MSc (Conversion) at Arden. Anthony is also a business psychologist who specialises in workplace behaviour change. Anthony's areas of interest are employee health (particularly around sedentary behaviour and physical activity), psychometric testing and co-creation/participatory research methods. Anthony has also worked as a business psychology consultant and is a qualified psychometrician.

Charlotte Emmerson

Charl is a Psychology Lecturer with a background focusing on developing and evaluating interventions to address workplace bullying. She is also interested in neurodiversity within the workplace and equality, diversity and inclusion. Charl completed an MSc and PhD at Northumbria University and worked as an Associate Lecturer. Charl has previously worked in schools, the National Autistic Society and within the NHS.

Ella Hatton

Ella is a Senior Lecturer with an interest in healthcare staff wellbeing, work-wellbeing interventions, participatory intervention methods and realist evaluation. Ella has published in peer-reviewed journals and is passionate about contemporary and accessible pedagogical practices. Ella is Employability Lead for the School, focused on embedding employability and professional development in the curriculum, upskilling, and enhancing awareness of different career paths.

Nicola Bentham

Nicola is a Senior Lecturer at Arden. With a background in Occupational Psychology, research interests include organisational development and change, learning and development and digital technology. Nicola's PhD is on Organisational change and the concept of the ideal worker and organisational change within the not-for-profit sector. Nicola has worked across several different industries, including oil and gas, investment banking, not-for-profit, construction and property.

Owen Whitehouse

Owen has been working in the Occupational Psychology space as a consultant for many years. He has always had one foot in academic and one foot in the commercial world. Previously Owen was Associate Director of the Knowledge Transfer Networks at University of Bradford and Management Consultant from Lancaster amongst other roles. He spends much of his time in training and development and coaching circles, with a specialty in complexity-driven and care organisations.

Dr Teresa Sofia Gomes Arrulo-Clarke

Teresa is a Lecturer at Arden with a background in widening participation, an area which is she is passionate about. Previously, Teresa has fulfilled a range of roles focused on promoting attainment and progression into higher education as well as teaching at various institutions. Teresa's PhD investigated the relationships between stress, personality and music listening with a particular focus on the contextual benefits of predominantly socially aversive personality traits and music genres.

Course details

1.	**Programme Code**						
2.	**Programme Title**	MSc in Business Psychology					
3.	**Target Award Title**	MSc					
4.	**Exit Award Title(s)**	Postgraduate Certificate in Business Psychology Studies (60 credits) Postgraduate Diploma in Business Psychology Studies (120 credits)					
5.	**Subject area**	Psychology					
6.	**School**	Psychology & Social Science					
7.	**Programme Team Leader(s)**	Susie Phillips-Baker					
8.	**Programme Type**	Specialist					
9.	**Delivery Model**	DL F/T	X	BL F/T		Apprenticeship	
		DL P/T	X	BL P/T		Other	
10.	**Location of delivery**	Online					
11.	**Reference points**	QAA Characteristics Statement – Master's Degree (February 2020) https://www.qaa.ac.uk/docs/qaa/quality-code/master's-degree-characteristics-statement.pdf?sfvrsn=86c5ca81_18 1. Enabling students to focus on a particular aspect of a broader subject area in which they have prior knowledge or experience through previous study or employment					

2.	Enabling students to focus on a particular subject area or field of study in greater depth than they encountered during the course of previous study or experience (this may include enabling students to develop knowledge of a new subject or field of study in combination with a relevant subject area in which they have prior knowledge or experience, or enabling students to undertake inter or multidisciplinary study)
3.	Enabling students to undertake a research project on a topic within the area of interest that makes up the majority of the overall assessment
4.	Enabling students to learn how to conduct research and undertake training in research methods, often linked to a particular subject or field of study
5.	Enabling students to specialise or to become more highly specialised in an area of employment or practice related to a particular profession
6.	Supporting progression towards professional registration in a particular profession

Module	QAA Ref
Psychological Assessment at work	2,4,5 & 6
Core Research Methods	2,4,5 & 6
Learning, Training and Development	2,5 & 6
Coaching and Mentoring	1,5 & 6
Leadership, Engagement and Motivation	2,5 & 6
Health and wellbeing at work	2,5 & 6
Work Design, Organisational Change and Development	2,5 & 6
Business Psychology Research Project	3,4 & 6

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12. Professional, Statutory & Regulatory Bodies (PSRB)

The British Psychological Society
1.	Critically evaluating the current knowledge, theory, and evidence base relevant to the discipline (note: this may comprise both psychological theory and knowledge from other disciplines) and understand that this is an important first step for all work and activities.
2.	Identifying and developing skills and capabilities relevant to progression to occupational psychology practice.
3.	Using a range of techniques and research methods applicable to psychological enquiry.
4.	Applying relevant ethical, legal, and professional practice frameworks (e.g., BPS, HCPC), and maintaining appropriate professional boundaries.
5.	Communicating effectively (verbally and non-verbally) with colleagues, research supervisors, and a wider audience.
6.	Critically reflecting on and synthesising all of the above to inform their developing professional identity as a trainee occupational psychologist; and
7.	Disseminating their work appropriately in a range of appropriate written (e.g., professional reports, journal papers, conference posters) and oral (e.g., presentations, one-to-one feedback) formats.

Module	BPS Ref

	Psychological Assessment at work	1,2,3,4,5,6 & 7
	Core Research Methods	1,2,3,4,5,6 & 7
	Learning, Training and Development	1,2,3,4,5,6 & 7
	Coaching and Mentoring	1,2,3,4,5,6 & 7
	Leadership, Engagement and Motivation	1,2,3,4,5,6 & 7
	Health and wellbeing at work	1,2,3,4,5,6 & 7
	Work Design, Organisational Change and Development	1,2,3,4,5,6 & 7
	Business Psychology Research Project	1,2,3,4,5,6 & 7

The Association for Business Psychology
1. embedding scientist practitioner thinking and practice in Business Psychology
2. develop practitioners who are fit for practice, who are competent to work legally and ethically in the field
3. fostering new developments in the field of Business Psychology
4. promoting the values of the ABP nationally and internationally

Module	ABP Ref
Psychological Assessment at work	1,2,4
Core Research Methods	1,2,4
Learning, Training and Development	1,2,4
Coaching and Mentoring	1,2,4
Leadership, Engagement and Motivation	1,2,4
Health and wellbeing at work	1,2,4
Work Design, Organisational Change and Development	1,2,4
Business Psychology Research Project	1,2,3,4

Please note that the order in which modules are delivered is subject to change.

13. **Programme aims**
The MSc Business Psychology degree aims to: ▪ develop a scientific understanding of human and organisational behaviour and the complex interactions between these ▪ present multiple perspectives on the discipline in a way that fosters critical evaluation of business psychology ▪ develop both researcher and practitioner skills, enabling students to apply business psychology research and theory into organisational contexts ▪ develop an understanding as to the role that business psychology can play in supporting individual, team and organisational success within highly competitive globalised economies

- develop an understanding of the role of empirical evidence in the creation and constraint of theory and in how theory guides the collection and interpretation of empirical data
- develop a range of research skills and methods for investigating experience and behaviour in organisational settings, culminating in an opportunity to conduct an independent research project
- develop knowledge to identify and anticipate changes to working practices and the role business psychologists can play in supporting individuals, teams and organisations through these
- foster positive attitudes towards learning through innovative, effective and clearly aligned teaching practices including authentic learning and assessment methods by maintaining a curriculum that is up-to-date, and by providing a positive and encouraging environment for learning

14. Programme Entry Requirements

- A UK Honours Degree at a minimum of second class (2.2) or equivalent, that is related to the field of Psychology, Social Science or Business.
  - In the absence of a UK Honours Degree, professional work experience that is relevant to Business Psychology will be considered on a case-by-case basis.
- A maths qualification or equivalent to at least Grade C at GCSE.
  - In the absence of evidence of a GCSE or equivalent in mathematics applicants will be able to complete an assessment-free module before the start of the course to substitute for this.
- IELTS 6.5 (no less than 6.0 in any element); or TOEFL iBT 90; or equivalent if English is not your first language

15. Graduate Attributes

GA1. Discipline Expertise: Knowledge and understanding of chosen field
Students will possess a range of skills to operate within this sector, have a keen awareness of current developments in working practice and be well positioned to respond to change.

GA2. Effective Communication
Students will communicate effectively both verbally and in writing, using a range of media widely used in relevant professional context. They will be IT, digitally and information literate.

GA3. Responsible Global Citizenship
Students will understand global issues and their place in a globalised economy, ethical decision-making, and accountability. They will adopt self-awareness, openness, and sensitivity to diversity in culture.

GA4. Professional Skills
Students will perform effectively within the professional environment. They will work within a team, demonstrating interpersonal skills such as effective listening, negotiating, persuading and presentation. They will be flexible and adaptable to changes within the professional environment.

GA5. Reflective Practitioner
Students will undertake critical analysis and reach reasoned and evidenced decisions. They will contribute problem-solving skills to find innovative solutions.

GA6. Lifelong Learning
Students will manage employability, utilising the skills of personal development and planning in different contexts to contribute to society and the workplace.

Module	Core Graduate Attribute
Psychological Assessment at work	Effective Communication
Learning, Training and Development	Reflective Practitioner
Coaching and Mentoring	Professional Skills
Leadership, Engagement and Motivation	Responsible Global Leadership
Health and wellbeing at work	Discipline Expertise
Work Design, Organisational Change and Development	Discipline Expertise
Core Research Methods	Professional Skills
Business Psychology Research Project	Lifelong Learning

16. Learning, teaching and assessment methods and strategies

Learning and teaching are delivered through an integrated learning and teaching pedagogy strategy that includes both independent and collaborative learning. Example strategies used within the course include:

Online learning
- Independent and directed student study, supported throughout by comprehensive online multi-media teaching materials and resources and activities accessed through our Virtual Learning Environment
- Guided group / project-based work
- Research tasks
- Discussion forums where students discuss and critically engage with themes emerging from the online materials they engage with, following the posing of questions or propositions, case studies or similar by either lecturer or students themselves
- Podcasts/online tutorials e.g., JAMOVI, SPSS, Gorilla, NVIVO

Working Together
- Online webinars facilitated by VOIP's where theory and practice are integrated.
- Live chats
- Virtual drop in office-hours
- Virtual social events

Blended learning
For blended learning delivery lectures and seminars will be delivered that include group discussion, topic related activities, role-plays, case study analysis and reflective practice which is supported by student meetings and academic tutor support. This is supported with online activities outlined above.

Based upon the profile of our typical student body, our strategy enables students to engage with a variety of learning tools that best meet their personal circumstances.

Assessment
In light of the applied nature of the field of Business Psychology, assessments have been strategically aligned to develop authentic researcher and practitioner skills. Assessment methods include professional consultancy reports, delivering digital presentations, portfolios of work, reflective logs as well as intervention design and evaluation. Our assessment policy informs how feedback is supplied by lecturers at the formative and summative assessment stage.

17.	Intended programme learning outcomes and the means by which they are achieved and demonstrated	
Learning outcomes	**The means by which these outcomes are achieved**	**The means by which these outcomes are assessed**
At the end of this course you, the student, will be able to:		
1. Understand the scientific underpinnings of business psychology as a discipline, its historical and contemporary developments and limitations as well as socio-cultural differences.	Within each module a historical and contemporary view will be outlined. Each of the modules will adopt a global approach, outlining socio-cultural differences in both research undertaken and behaviour and attitudes across cultures.	Coursework
2. Reason scientifically, consider multiple perspectives consider ethical issues and make critical judgments about arguments in business psychology.	Each module will take a critical approach to the theories and research that it introduces students to. Through synchronous and asynchronous classroom activities, students will be supported in developing academic skills including literature reviewing and analysis. Ethical considerations are considered throughout each module, with connections made to BPS and HCPC guidelines as well as highlighting legal responsibilities of business psychology practitioners.	Coursework
3. Demonstrate knowledge and critical thinking in the core domains of business psychology; psychological assessment at work, learning, training and development, work design, organisational change and development, well-being and work, leadership, engagement, and motivation, applying psychology to work and organisations and research design, advanced data gathering and analytical techniques.	The modules contained on the programme have been designed to reflect the BPS's core areas of occupational psychology. The core areas of applying psychology to work and organisations and research design, advanced data gathering, and analytical techniques cut across all the modules on the programme. Students will have to opportunity to engage with all the core areas of business psychology by progressing through the degree.	Coursework
4. Demonstrate a systematic knowledge of a range of research paradigms, research methods, including both quantitative and qualitative data analysis and be aware of their strengths and limitations.	Research paradigms and research methods are discussed in terms of academic research studies within each module as well as directly assessed within the Core Research Methods module, through the interpretation of psychometric test scores in Psychological Assessment at Work and the final dissertation project.	Coursework
5. Initiate, design, conduct and report on empirically based research under appropriate	Students will begin to understand the design and ethical issues involved in conducting research in the Core Research Methods module. Students	Coursework

supervision (posing, operationalising, and critically evaluating research questions), and recognise ethical, theoretical practical and methodological strengths and limitations in conducting business psychology research	will have the opportunity to design, conduct and report on a research study of their own design within the Business Psychology Research Project Module.	
6. Communicate psychological findings in written, visual, and oral form using numerical, textual and other forms of data.	Students are required to contribute to group discussions, online forums and complete activities where they develop their communication skills. Students also develop communication skills in their assessments through writing (reports, essays, portfolios, posters) as well as oral presentations (voice over presentations).	Coursework
7. Develop academic skills (e.g., literature reviewing, reflection, academic writing, critical analysis) as well as graduate attributes (discipline expertise, effective communication, responsible global citizenship, professional skills, reflective practitioner, lifelong learning).	Academic skills are embedded within both the learning and assessment on each module. Within each module a graduate attribute is included as a learning outcome with all attributes being covered at least once throughout the programme. Within the coaching and mentoring module students will develop listening skills, as well as case analysis skills and reflective practice.	Coursework

18. **Summary of modules and mapped programme learning outcomes**

Level	Module title	Module type *Compulsory (C) or Optional (O)*	LO1	LO2	LO3	LO4	LO5	LO6	LO7	GA1	GA2	GA3	GA4	GA5	GA6
7	Psychological Assessment at work	C	X	X	X	X		X	X		X				
7	Core Research Methods	C	X	X	X	X	X	X	X				X		
7	Health and well-being at work	C	X	X	X			X	X	X					
7	Work Design, Organisational Change and Development	C	X	X	X			X	X	X					
7	Leadership, Engagement and Motivation	C	X	X	X			X	X			X			
7	Learning, Training and Development	C	X	X	X			X	X					X	
7	Coaching and Mentoring	C	X	X	X			X	X				X		
7	Business Psychology Research Project	C	X	X	X	X	X	X	X						X

Master's (MA/MSc/MBA) To be awarded the Masters, students must complete a total of 180 credits at Level 7 including 60 credits from the final project/dissertation.
PG Cert To be awarded the PG Cert in Business Psychology Studies students must successfully complete 60 credits at Level 7 including Psychological Assessment at Work, Core Research Methods and Health and Well-being at Work.
PG Diploma To be awarded the PG Dip in Business Psychology Studies students must successfully complete the PG Certificate plus Work Design, Organisational Change and Development, Leadership, Engagement and Motivation and Learning, Training and Development to a total minimum of 120 credits at Level 7.