BH3328 – PSYCHOLOGY AND WORK

Module Number: BH3328

Module Title: Psychology and Work

Number of Aston Credits: 20

Total Number of ECTS Credits: 10
(European Credit Transfer)

Staff Member Responsible for the Module:

Dr Steve Woods
Work and Organisational Psychology Group

South Wing, Room 8018, Extension 3101
Email: s.a.woods@aston.ac.uk

Availability: Please see office hours on door or group administrator, Jenny Thompson, SW8002, Extension 3257.

Other Staff Contributing to the Module: None

Pre-Requisite(s) for the Module: BH1107 - Organisational Behaviour

Module Learning Outcomes:

On successful completion of the module students will be able to:

- Understand, analyse, and synthesise the main theories and approaches related to the application of psychology to the management of people.
- Demonstrate a critical perspective to understanding people issues in organisations.
- Understand some of the methods and techniques used in the management of people, including such topics as how people are assessed, motivated, led, and developed at work.

Module Content:

- Introduction to Work and Organizational Psychology
- Research in Work and Organizational Psychology
- Individual differences at work
- Attitudes and behaviour at work
- Motivation at work

- Recruitment and selection
- Learning, training, and development
- Performance measurement and management
- Careers and career management
- Safety, stress and health at work
- Organizations: Strategy and structure
- Leadership in organizations
- Teams and teamwork
- Organizational culture, climate, and change
- Applying the Psychology of Work and Organizations

The learning outcomes stress understanding of theories and the awareness of practical techniques relevant to the application of psychology to work. The lecture content alternates these two main areas, as well as highlighting the links in each of the lectures. In addition, videos and occasional visiting speakers emphasise the practical application of psychological theories in the workplace.

International Dimensions:

Cross-cultural aspects of work psychology are discussed, especially in the areas of individual differences, careers, organisational culture, leadership and assessment.

Corporate Connections:

Company case studies are used throughout the lecture sessions, with indicative cases also drawn from the core text. The module also draws on the placement experience of students.

Links with Research:

The course leader is active in Work and Organizational Psychology research, and work on personality assessment, recruitment and selection, and careers particularly informs the lecture sessions.

Learning and Teaching Rationale and Methods:

a) Method of Teaching - Methods include lectures, tutorials, questionnaires, case studies and videos. A set textbook is recommended and students are expected to buy and read it. Reading around the subject is also encouraged and students are informed that good answers in any written examination or coursework depend on demonstrating wide reading. All of these methods are appropriate for the stated learning outcomes, which require that students absorb both theoretical and practical knowledge and understanding.

Teaching / Learning Time

Contact Hours	20 hours
Assessment	4 hours
Preparation for assessment	50 hours
Reading and individual study	126 hours
Total	**200 hours**

Ethical Approval:

This module does not require any primary research and no ethical approval will be necessary.

Assessment and Feedback Rationale and Methods:

A closed book examination at the end of the module comprises 70% of the final mark. Students must also write a 3,000-word essay comprising 30% of the overall mark.

Since the learning outcomes stress understanding of theory and practice, and developing a critical approach to people issues in organisations, formal examinations are appropriate for these aims and objectives.

Students can expect to receive constructive, formative written feedback on their assignment, before the final examination.

Students are encouraged to utilise lecturer office hours to obtain more detailed feedback and advice.