Liverpool John Moores University

Title: OCCUPATIONAL PSYCHOLOGY

Status: Definitive

Code: **6001HUMPSY** (113766)

Version Start Date: 01-08-2010

Owning School/Faculty: Natural Sciences & Psychology Teaching School/Faculty: Natural Sciences & Psychology

Team	Leader
Andy Tattersall	Υ

Academic Credit Total

Level: FHEQ6 Value: 12.00 Delivered 26.00

Hours:

Total Private

Learning 120 Study: 94

Hours:

Delivery Options

Course typically offered: Summer

Component	Contact Hours
Lecture	22.000
Tutorial	2.000

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Exam	exam	Examination	100.0	2.00

Aims

- 1. To introduce psychological aspects of recruitment, selection and development of staff.
- 2. To enable understanding of the principles of psychometrics in the recruitment, selection and development of staff.
- 3. To introduce the psychological influences of environments in relation to work performance.
- 4. To understand where and why difficulties arise when people interact with technology.
- 5. To enable understanding of the processes of organizational change and

development.

Learning Outcomes

After completing the module the student should be able to:

- 1 Critically appraise psychometric and non-psychometric approaches to selection and development, communicating clearly an understanding of reliability and validity.
- 2 Explain and evaluate different approaches to job analysis and assess the implications of job analysis in selection and development
- 3 Demonstrate an understanding of work performance and safety.
- 4 Identify and summarise key concepts in Human Factors

Learning Outcomes of Assessments

The assessment item list is assessed via the learning outcomes listed:

EXAM 1 2 3 4

Outline Syllabus

Recruitment selection and development of staff. Psychometric testing in occupational settings. Aspects of work and health psychology. Human error, accidents and safety.

Learning Activities

- 1. Attend lectures.
- 2. Complete prescribed reading.

References

Course Material	Book
Author	Chmiel, N
Publishing Year	1999
Title	An introduction to work and organizational psychology
Subtitle	
Edition	1st
Publisher	Blackwell
ISBN	0631206760

Course Material	Book
Author	Doyle, C
Publishing Year	2002
Title	Work and Organizational Psychology

Subtitle	
Edition	1st
Publisher	Psychology Press
ISBN	0415208726

Course Material	Book
Author	Norma, DA
Publishing Year	2002
Title	The Design of Eeveryday Things
Subtitle	
Edition	
Publisher	Basic Books
ISBN	0465067107

Course Material	Book
Author	Warr, P
Publishing Year	2002
Title	Psychology at Work
Subtitle	
Edition	
Publisher	Penguin
ISBN	0141000104

Notes

This module examines issues relating to recruitment, selection, psychometrics, and appraisal of work performance and aspects of career development. Additionally, psychological research relating to the design of work environments (with particular emphasis on human factors in design and the causes of human error in the workplace) are examined.