

## Liverpool John Moores University

Title: PSYCHOLOGY OF ORGANISATIONS  
Status: Definitive  
Code: **6529CP** (103615)  
Version Start Date: 01-08-2017

Owning School/Faculty: Academic Portfolio  
Teaching School/Faculty: Dublin Business School

Team	Leader
Alistair Beere	Y

**Academic Level:** FHEQ6      **Credit Value:** 24      **Total Delivered Hours:** 75  
**Total Learning Hours:** 240      **Private Study:** 165

### Delivery Options

Course typically offered: Standard Year Long

Component	Contact Hours
Lecture	50
Tutorial	25

**Grading Basis:** 40 %

### Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Essay	AS1	Individual in-class written assessment	50	
Essay	AS2	Individual Essay	50	

### Aims

*To encourage learners to evaluate the underlying issues and assumptions of the theories and principals of Organisational/Work Psychology.*

*To allow learners develop an appreciation of the research practices employed in Organisational/Work Psychology.*

*To give learners the necessary skills to develop an in-depth understanding of the role of psychology in organisational settings.*

*To encourage learners to undertake applied research, in respect of the workplace.*

## **Learning Outcomes**

After completing the module the student should be able to:

- 1 Apply concepts, theories and techniques derived from organisational psychology to workplace settings.
- 2 Apply the use of research methods to address organisational issues and questions.
- 3 Evaluate the rationale for and methods of performance appraisal, selection and assessment, employee training.
- 4 Assess the impact of the work environment on physical and emotional well-being of employees.
- 5 Evaluate relevant literature on contemporary issues within Organisational/Work Psychology.

## **Learning Outcomes of Assessments**

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

WRITTEN ASSESSMENT	1	2	4	5
INDIVIDUAL ESSAY	1	3		

## **Outline Syllabus**

- 1. Introduction to Organisational and Work Psychology  
Outline of Psychological and Organisational behaviour perspectives; Development of these perspectives from a historical context; Contemporary developments in organisation and management.*
- 2. Research Practice in an Organisational Setting  
Overview of the rigorous and systematic research methodology in an organizational setting; Surveys; Self-Reports; Issues surrounding applied and field research.*
- 3. Assessing People: Recruiting and Selecting  
Job analysis, Assessment methods for selection and placement, Psychometric testing; Introduction to Issues of fairness, discrimination and adverse impact.*
- 4. Assessing Behaviour: Evaluating Work Performance  
Techniques and methods in appraising work, Maximizing fairness and accuracy in performance measurement, Impact of interpersonal bias and cognitive error on work assessment.*
- 5. Training in the Workplace  
Training needs assessment, Designing effective training programmes, Meeting trainee needs, Transfer of training, Criteria for evaluating training effectiveness.*
- 6. Understanding Work Motivation  
Classic theories of employee motivation, Contemporary research on workplace motivation, Role of motivation and alternate influences on work performance.*
- 7. Employee Attitudes  
Origins of positive attitudes and negative work attitudes, Links between work*

*attitudes and work behaviours, Changing workplace attitudes.*

**8. The Social Context of Work**

*Work groups and work teams, The role of informal groups in the workplace, Socialisation at work.*

**9. Developing Workplace Leaders**

*The psychology of leadership and power in organizations, Leadership development, Executive coaching.*

**10. The Workplace, Health and Well Being**

*Introduction to Occupational Health Psychology, Relationship between the work environment and the individual, Maximizing health and well-being at work.*

**Learning Activities**

Lectures and tutorials.

**Notes**

This module builds on previous study to allow learners to focus on a particular aspect of psychology: Understanding individual psychology and behaviour in the workplace. Learners will explore both classic and contemporary approaches to areas including effective human resources decisions and actions, employee attitudes and behaviours, the role of social groups within the organisation, and health and well-being at work.