

H8WRPSY: Workplace Psychology

Module Code:	H8WRPSY
Long Title	Workplace Psychology APPROVED
Title	Workplace Psychology
Module Level:	LEVEL 8
EQF Level:	6
EHEA Level:	First Cycle
Credits:	5
Module Coordinator:	David Mothersill
Module Author:	MICHELE KEHOE
Departments:	School of Business
Specifications of the qualifications and experience required of staff	PhD in Psychology or related cognate discipline
Learning Outcomes	
<i>On successful completion of this module the learner will be able to:</i>	
#	Learning Outcome Description
LO1	Understand the nature of the study of Work Psychology and analyse key factors influencing human behaviour in the workplace.
LO2	Explain and evaluate the nature of individual and interpersonal processes in organisations including motivation, stress, leadership and group dynamics.
LO3	Recognise the importance of organisational processes such as organisational change and the effective management of culture for the continued development of organisations.
LO4	Apply theories of organisational behaviour to work organisations and recognise the significant challenge of the effective management of people in the workplace.
Dependencies	
Module Recommendations	
No recommendations listed	
Co-requisite Modules	
No Co-requisite modules listed	
Entry requirements	There are no additional entry requirements for this module. The programme entry requirements apply.

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Module Content & Assessment			
Indicative Content			
<p>Module content: Students are provided with an introduction into the area of Work Psychology. Formal definitions are presented and areas of investigation introduced. The individual processes in organisations such as motivation and stress will be examined. An insight into these processes provides an understanding of the reasons why people behave the way they do in the workplace. The interpersonal processes of groups and teams and leadership will then be explored. This aspect of the course focuses on the dynamics of interaction between co-workers and managers and on formal policies and procedures. At the level of organisational processes the areas under consideration are organisational change and organisational culture. The module focuses on students applying their psychological knowledge within a workplace environment, and learning new theories which are specific to organisations/workplaces.</p> <p>Below is a list of indicative topics: Introduction to workplace psychology and organisational behaviour. Psychological contract and its motivational properties Communication in the Workplace Generations in the Workplace Personality in the Workplace Psychometrics and Assessment as relevant to hiring and promotions Workplace Stress Conflict in the Workplace Motivation Groups and Leaders in the Workplace Disability and the Workplace Workplace Psychology in Practice</p>			
Assessment Breakdown			%
Coursework			100.00%
Assessments			
Full Time			
Coursework			
Assessment Type:	CA 1	% of total:	60
Assessment Date:	n/a	Outcome addressed:	1,2,3,4
Non-Marked:	No		
<p>Assessment Description: Students are required to complete a group case study proposal and detailed report on their case study evaluating current practice and proposing changes to practice based on content discussed in class (2000 words).</p>			
Assessment Type:	CA 2	% of total:	40
Assessment Date:	n/a	Outcome addressed:	1,2,3,4
Non-Marked:	No		
<p>Assessment Description: In a group, students are required to complete an in class presentation based on their case study.</p>			
No End of Module Assessment			
No Workplace Assessment			
Reassessment Requirement			
<p>Coursework Only <i>This module is reassessed solely on the basis of re-submitted coursework. There is no repeat written examination.</i></p>			
<p>Reassessment Description Students are required to resubmit any failed component.</p>			

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Module Workload				
Module Target Workload Hours 0 Hours				
Workload: Full Time				
Workload Type	Workload Description	Hours	Frequency	Average Weekly Learner Workload
Lecture	Classroom and demonstrations	12	Per Semester	1.00
Independent Learning	Independent learning	113	Per Semester	9.42
Total Weekly Contact Hours				1.00

Module Resources	
<i>Recommended Book Resources</i>	
<p>Griffin, R.W. and Phillips, J.M. (2023), <i>Organizational Behavior: Managing People & Organizations</i>, 14th Ed. Cengage Learning.</p> <p>Buchanan, D. A., & Huczynski, A. A. (2019), <i>Organizational behaviour</i>, Pearson, U.K.</p> <p>Kehoe, M. (2013), <i>Make That Grade Organisational Behaviour</i>, Gill & Macmillan Ltd.</p> <p>Robbins, S.P. & Judge, T.A. (2014), <i>Organizational Behavior</i>, 17th Ed. Pearson Education.</p>	
<i>Supplementary Book Resources</i>	
<p>Luthans, F. (2010), <i>Organizational Behaviour</i>, 12th Ed. McGraw-Hill Education.</p> <p>Mullins, L.J. (2011), <i>Essentials of Organisational Behaviour</i>, 3rd Ed. Financial Times/Prentice Hall.</p> <p>Schermerhorn, J.R., Hunt, J.G., Uhi-Bien, M. and Osborn, R.N. (2012), <i>Organizational Behaviour</i>, 12th Ed. John Wiley & Sons.</p>	
<i>This module does not have any article/paper resources</i>	
<i>This module does not have any other resources</i>	
Discussion Note:	