UNIVERSITY OF WOLVERHAMPTON

Course Specification

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Core Information

Awarding Body / Institution:	University of Wolverhampton		
School / Institute:	School of Business and Law		
Course Code(s):	BU129P01UM BU129P31UM	Full-time Part-time	1 Years 2 Years
Course Title:	MSc Organisational and Business Psychology		
Hierarchy of Awards:	Master of Science Organisational and Business Psychology Postgraduate Diploma Organisational and Business Psychology Postgraduate Certificate Organisational and Business Psychology University Statement of Credit University Statement of Credit		
Language of Study:	English		
Date of DAG approval:	14/Sep/2026		
Last Review:			
Course Specification valid from:	2025/6		
Course Specification valid to:	2031/2		

Academic Staff

Course Leader:	Oluwole Shokunbi
Head of Department:	LUCY CRITCHLEY

Course Information

Location of Delivery:	University of Wolverhampton
Category of Partnership:	Standard Provision (Not delivered in partnership)
Teaching Institution:	University of Wolverhampton
Open / Closed Course:	This course is open to all suitably qualified candidates.

Entry Requirements:

Entry requirements are subject to regular review. The entry requirements applicable to a particular academic year will be published on the University website (and externally as appropriate e.g. UCAS

- A Undergraduate Honours Degree (2:2 or above) from a UK university or overseas equivalent, or a professional qualification and/or experience considered to be equivalent to the above;
- A reference from a tutor who has supervised the applicant’s undergraduate studies and/or employer;
- Students may apply for recognition of prior learning (RPL) subject to the guidelines set out in the RPL Handbook. RPL includes accreditation of prior certificated learning and /or accreditation of prior experiential learning.
- Applications are also welcome from individuals who do not possess the above qualifications but who have significant experience and are able to demonstrate previous non-certificated learning equivalent to the above. In such cases, admission to the programme will be based on an evaluation of the applicant’s ability to continue to benefit from and achieve the award.

Distinctive Features of the Course:

If you're passionate about understanding how people behave at work and want to make a real impact in organisations, this MSc in Organisational and Business Psychology offers a unique and exciting route into a growing profession. Designed with both psychological insight and real-world application in mind, this course blends academic rigour with practical relevance. It equips you to enhance performance, drive wellbeing, and lead meaningful change.

Unlike many similar programmes, this MSc is grounded in both psychological theory and evidence-based organisational practice, making it ideal for those who want to work at the intersection of people and business. Whether you are early in your career or looking to upskill as a working professional, this course offers flexible and inclusive learning tailored to real organisational challenges.

Mapped to the Chartered Institute of Personnel and Development (CIPD) Level 7 and aligned with the Association for Business Psychology (ABP) standards, this course provides a strong foundation for students pursuing Chartered status or specialist roles in organisational development, people analytics, talent management, or consultancy.

Students will engage with applied projects, organisational case studies, and contemporary challenges. You will develop critical and reflective skills that go beyond theory and support impactful, ethical practice.

Key Distinctive Features

- Mapped to CIPD Level 7 and ABP professional standards, supporting your route to accreditation and Chartered status
- Strong emphasis on applied psychology in workplace settings, with real-world case studies and consultancy-style learning
- Opportunities for engagement with industry professionals, live briefs, and guest speakers from diverse organisational contexts
- A unique focus on work psychology, talent development, and leadership as integrated themes throughout the course
- Designed for both recent graduates and working professionals.

- Emphasis on critical reflective practice, developing your ability to influence culture, strategy, and performance
- Research-led teaching by staff with experience in both academia and practice, including occupational psychology and HR
- Option to pursue practice-based research or consultancy projects, building career-ready skills and confidence

Course Learning Outcomes: CLO1: Critically analyse and evaluate the use of the key functional areas of management, finance and strategic planning in support of wider organisational activity. (Knowing) CLO2: Critically analyse contemporary issues, challenges and problems relating to transformation and change that impact on organisations and the role of business managers (Knowing) CLO3: Demonstrate the skills required for organisational planning, developing organisational activities and interpret diverse data sources within the context of external global influences (Doing) CLO4: Synthesise relevant critical thinking, through completion of independent research (Doing) CLO5: Become a critically reflective, resilient leader-practitioner, responsively demonstrating leadership qualities in an organisational context (Being) CLO6: Be a reflexive, inclusive, and sustainable leader, able to demonstrate leadership qualities in a global context

Educational Aims of the Course:

The course is designed to stay responsive to developments in organisational and business psychology. Tutors regularly review and update content to reflect new research, changing workplace trends, and current global challenges. You will explore contemporary topics such as psychological safety, employee wellbeing, inclusive leadership, and the ethical use of AI. This ensures that your learning stays current and prepares you for real-world practice.

You will engage with current research throughout the course, both in what you study and how you learn. Research clusters at the University work closely with course and module leaders to ensure that teaching is informed by the latest developments in the field. This means that what happens in the classroom is shaped by ongoing academic research and critical debate. You'll also build your own research and inquiry skills by evaluating academic sources, exploring current literature, and completing a research or consultancy projects. These activities help you develop confidence in evidence-based thinking and critical analysis.

Modules encourage you to think critically about workplace challenges and to develop creative, ethical responses. You will explore topics such as responsible leadership, inclusive practice, and organisational change, linking psychological knowledge to broader social and business issues. Many assessments are designed around real-world problems, allowing you to apply your learning to areas such as sustainability, mental health at work, and diversity.

You'll develop as a global citizen through engagement with diverse perspectives and international case studies. Your knowledge is strengthened through critical engagement with current research. Professionalism is developed through applied assessments and reflective practice. Digital fluency is embedded through use of collaborative tools and critical discussions about ethical digital working.

You'll explore how psychology intersects with leadership, business, and human resources, encouraging interdisciplinary thinking. The course fosters curiosity, adaptability, and reflective learning to support your long-term development. You will leave with the skills and mindset needed to continue learning and respond to new challenges throughout your career.

Intakes:

September

January

May

Major Source of Funding:

Office for Students (OFS)

Tuition Fees:

Tuition fees are reviewed on an annual basis. The fees applicable to a particular academic year will be published on the University website.

Year	Status	Mode	Amount
2022/3	H	Full Time	£11000.00
2022/3	Overseas	Full Time	£14450.00
2022/3	H	Part Time	£5500.00
2023/4	H	Full Time	£11550.00
2023/4	Overseas	Full Time	£15450.00
2023/4	H	Part Time	£5775.00
2024/5	H	Full Time	£11836.00
2024/5	Overseas	Full Time	£15950.00
2024/5	H	Part Time	£5918.00
2025/6	H	Full Time	£12203.00
2025/6	Overseas	Full Time	£16950.00
2025/6	H	Part Time	£6102.00
2026/7	H	Full Time	£
2026/7	Overseas	Full Time	£
2026/7	H	Part Time	£

PSRB:

None

Course Structure:

January (Full-time)

Part time students study alongside full time students. However, they do not study more than 80 credits in each academic calendar year.

Module	Title	Credits	Period	Type
7HR038	Developing Talent and Driving Performance	30	SEM2	Core
7BU043	Work Psychology	30	SEM2	Core
7MG022	The Postgraduate Independent Project	60	CRYRA	Core

January (Full-time)

Part time students study alongside full time students. However, they do not study more than 80 credits in each academic calendar year.

Module	Title	Credits	Period	Type
7MG009	Critical Reflective Practice for Leadership	30	SEM1	Core
7HR037	Organisational Development and Change Management	30	SEM1	Core

May (Full-time)

Part time students study alongside full time students. However, they do not study more than 80 credits in each academic calendar year.

Module	Title	Credits	Period	Type
7HR038	Developing Talent and Driving Performance	30	SEM3	Core
7BU043	Work Psychology	30	SEM3	Core
7MG022	The Postgraduate Independent Project	60	CRYRA	Core

May (Full-time)

Part time students study alongside full time students. However, they do not study more than 80 credits in each academic calendar year.

Module	Title	Credits	Period	Type
7MG009	Critical Reflective Practice for Leadership	30	SEM1	Core
7HR037	Organisational Development and Change Management	30	SEM1	Core

September (Full-time)

Part time students study alongside full time students. However, they do not study more than 80 credits in each academic calendar year.

Module	Title	Credits	Period	Type
7HR037	Organisational Development and Change Management	30	SEM1	Core
7MG009	Critical Reflective Practice for Leadership	30	SEM1	Core
7HR038	Developing Talent and Driving Performance	30	SEM2	Core
7BU043	Work Psychology	30	SEM2	Core
7MG022	The Postgraduate Independent Project	60	CRYRA	Core

Please note: Optional modules might not run every year, the course team will decide on an annual basis which options will be running, based on student demand and academic factors, to create the best learning experience.

Learning, Teaching and Assessment

Academic Regulations Exemption:

None.

Reference Points:

UK Quality Code for Higher Education

Qualifications and Credit Frameworks

Subject Benchmark Statements

University Policies and Regulations

Equality Act 2010: guidance - GOV.UK

Apprenticeship Standard

Overview of Assessment:

Learning Outcomes	Modules
PGCERT01 Critical evaluate and apply current theories, concepts and insights informed by, the forefront of your academic discipline, field of study or area of professional practice (Knowing)	7HR037 Organisational Development and Change Management 7HR038 Developing Talent and Driving Performance 7MG009 Critical Reflective Practice for Leadership
PGCERT02 Demonstrate in-depth knowledge and practical and/or professional skills in your discipline. (Knowing)	7HR037 Organisational Development and Change Management 7HR038 Developing Talent and Driving Performance 7MG009 Critical Reflective Practice for Leadership
PGCERT03 Make informed decisions on complex issues, and communicate your conclusions clearly to different audiences. (Doing)	7HR037 Organisational Development and Change Management
PGCERT04 Demonstrate self-direction and originality in tackling and solving problems, and act autonomously in planning and implementing tasks at a professional or equivalent level. (Doing)	7HR037 Organisational Development and Change Management 7HR038 Developing Talent and Driving Performance 7MG009 Critical Reflective Practice for Leadership
PGCERT05 Critically analyse, identify and utilise various study methods to improve your own performance. (Being)	7HR037 Organisational Development and Change Management 7HR038 Developing Talent and Driving Performance 7MG009 Critical Reflective Practice for Leadership
PGCERT06 Reflect on your own achievements, identify future goals and plan for a further career or study (Being)	7HR037 Organisational Development and Change Management 7HR038 Developing Talent and Driving Performance 7MG009 Critical Reflective Practice for Leadership
PGDIP01 Demonstrate critical evaluation of current theories, concepts and insights informed by, the forefront of your academic discipline, field of study or area of professional practice. Show how you have applied this knowledge in original and insightful ways. (Knowing)	7BU043 Work Psychology 7HR037 Organisational Development and Change Management 7HR038 Developing Talent and Driving Performance 7MG009 Critical Reflective Practice for Leadership
PGDIP02 Demonstrate in-depth knowledge and practical and/or professional skills in your discipline. (Knowing)	7BU043 Work Psychology 7HR037 Organisational Development and Change Management 7HR038 Developing Talent and Driving Performance 7MG009 Critical Reflective Practice for Leadership
PGDIP03 Make informed decisions on complex issues, and communicate your conclusions clearly to different audiences employing discipline conventions and expectations. (Doing)	7BU043 Work Psychology 7HR037 Organisational Development and Change Management
PGDIP04 Demonstrate self-direction and originality in tackling and solving problems, acting independently and autonomously in planning and implementing tasks at a professional or equivalent level. (Doing)	7BU043 Work Psychology 7HR037 Organisational Development and Change Management 7HR038 Developing Talent and Driving Performance 7MG009 Critical Reflective Practice for Leadership

Learning Outcomes	Modules
PGDIP05 Critically analyse, identify and utilise various study methods to improve your own performance. (Being)	7BU043 Work Psychology 7HR037 Organisational Development and Change Management 7HR038 Developing Talent and Driving Performance 7MG009 Critical Reflective Practice for Leadership 7MG022 The Postgraduate Independent Project
PGDIP06 Reflect on your own achievements and plan for a future career or further study (Being)	7BU043 Work Psychology 7HR037 Organisational Development and Change Management 7HR038 Developing Talent and Driving Performance 7MG009 Critical Reflective Practice for Leadership 7MG022 The Postgraduate Independent Project
MA01 Critically evaluate the core theoretical frameworks, models, and empirical evidence that underpin organisational and business psychology.	7BU043 Work Psychology 7HR037 Organisational Development and Change Management 7MG009 Critical Reflective Practice for Leadership 7MG022 The Postgraduate Independent Project
MA02 Apply psychological principles to analyse complex workplace phenomena including leadership, motivation, wellbeing, and organisational change.	7BU043 Work Psychology 7HR037 Organisational Development and Change Management 7HR038 Developing Talent and Driving Performance
MA03 Synthesise interdisciplinary knowledge across psychology, business, and behavioural science to inform evidence-based decision-making.	7BU043 Work Psychology 7HR037 Organisational Development and Change Management 7MG009 Critical Reflective Practice for Leadership 7MG022 The Postgraduate Independent Project
MA04 Design, justify, and communicate evidence-based psychological interventions, research, or consultancy outputs that address real organisational challenges, using appropriate professional and digital tools.	7HR037 Organisational Development and Change Management 7HR038 Developing Talent and Driving Performance
MA05 Demonstrate advanced reflective practice, ethical awareness, and professional judgement in the application of organisational and business psychology, including consideration of wellbeing, equality, and social responsibility.	7BU043 Work Psychology 7MG009 Critical Reflective Practice for Leadership
MA06 Communicate psychological insights effectively to diverse stakeholders, demonstrating cultural awareness, professional identity, and digital fluency appropriate to contemporary organisational contexts.	7HR037 Organisational Development and Change Management 7HR038 Developing Talent and Driving Performance 7MG022 The Postgraduate Independent Project

Teaching, Learning and Assessment:

The course is carefully structured to support your development step by step. In the early weeks, core modules focus on foundational knowledge such as psychological theory, research methods, and reflective practice. Alongside this, we embed the academic skills needed for success at postgraduate level. Expectations are higher than at undergraduate level, and we recognise that returning learners may be encountering academic conventions like critical analysis, formal referencing, or literature reviews for the first time. These skills are introduced early and built into your learning, so you can grow in confidence before progressing to more complex ideas and tasks.

This course is delivered through in-person, campus-based teaching, with face-to-face lectures, seminars, and workshops forming the core of your learning experience. To support your development outside the classroom, we provide carefully designed independent learning activities via the Virtual Learning Environment (VLE). These include readings, interactive tasks, discussion prompts, and self-directed exercises that allow you to revisit and extend your understanding in your own time.

Academic and digital skills are developed within each module, not left for you to learn on your own. We support you with structured guidance on writing, referencing, using research databases, and working in groups. Tasks are designed to help you become more confident in independent study, and our VLE includes optional skill-building activities to support different learning needs and preferences.

Practice-based learning is central to the course. Many modules use live briefs, case studies, and simulated consultancy tasks to help you apply theory to real organisational challenges.

Throughout the course, you will be supported to use a range of digital tools that are essential for modern academic and professional environments. This includes navigating the Virtual Learning Environment (VLE), using academic databases for research, collaborating through shared online documents, and engaging with virtual discussion spaces. You'll also be encouraged to critically evaluate the growing use of digital technologies, including artificial intelligence, in organisational settings. We explore how digital tools influence communication, decision-making, and employee experience, and highlight the importance of ethical and responsible use of technology in people management and business psychology. These discussions are built into module content and assessment, helping you develop informed, critical perspectives that are relevant to today's workplaces.

Assessment on this course is designed to support your learning, not just test it. We use a balanced mix of assessment types across modules, including written reports, case studies, critical reflections, presentations, and applied projects. The assessment schedule is carefully planned to avoid bunching of deadlines, allowing you to manage your workload and receive feedback in time to apply it to future tasks You'll be given opportunities to practise key skills before major assignments. This includes formative tasks such as short written pieces, structured class activities, or group discussions where you can test ideas and get early feedback. Tutors offer detailed formative comments and guidance on draft work or assessment plans, helping you to develop your confidence and academic performance over time. All assessments are designed to stretch your thinking and develop your ability to apply theory to real-world organisational challenges. You'll be asked to critically evaluate evidence, construct logical arguments, and propose informed, ethical solutions to problems. Many tasks are based on scenarios or case studies, encouraging you to think like a practitioner and approach problems creatively and analytically. Assessment is designed to be clear, inclusive, and supportive of different learning needs. At the start of each module, we deliver structured assessment unpacking sessions to explain exactly what is expected and how to approach the task. These sessions are followed up throughout the module, with regular reminders and opportunities to revisit the guidance. Weekly assessment Q&A sessions provide a space to raise questions and clarify your understanding. If you prefer to speak one-to-one, tutors are also available for individual discussions. A variety of assessment formats are used across the course to support different learning strengths. Students who require additional support can access reasonable adjustments through our academic support services. Many assessments offer choice in topic, case study or organisational context, allowing you to align your work with your interests, background or career goals. Assessments are often grounded in real-world practices, such as designing interventions, writing consultancy-style reports, or analysing workplace challenges, helping you develop skills directly relevant to your future profession.

Assessment Methods:

At the University of Wolverhampton, a variety of modes of assessment will be used to support and test your learning and progress and to help you develop capabilities that are valued beyond your University studies and into your working life. Your course may include a variety of assessment activities:

Written examinations (including online examinations, open and closed book examinations and quizzes)
Coursework (for example, essays, reports, portfolios, project proposals and briefs, CVs, poster presentation)
Practical (for example, oral and video presentations, laboratory work, performances, practical skills assessment)

In the final year of your undergraduate degree, and at the end of your postgraduate degree, you are likely to be expected to write an extended piece of work or research, such as a dissertation or a practice-based piece of research.

Student Support:

The University provides a wide range of academic and pastoral support to help students succeed in their

studies and personal development. This includes access to the Library and Skills for Learning service, academic coaching for Level 3 and 4 students, and tailored advice from the Careers and Enterprise teams. Students also benefit from 24/7 wellbeing support through WLV Student Life Connect, pastoral care via the Multi-faith Chaplaincy, and assistance from the Mental Health and Wellbeing team. Those living in university accommodation have additional access to Residential Life support, and all students can engage with the Students' Union for advocacy, societies, and further peer-led services.

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You will engage with current research throughout the course, both in what you study and how you learn. Research clusters at the University work closely with course and module leaders to ensure that teaching is informed by the latest developments in the field. This means that what happens in the classroom is shaped by ongoing academic research and critical debate. You'll also build your own research and inquiry skills by evaluating academic sources, exploring current literature, and completing a research or consultancy projects. These activities help you develop confidence in evidence-based thinking and critical analysis.

Modules encourage you to think critically about workplace challenges and to develop creative, ethical responses. You will explore topics such as responsible leadership, inclusive practice, and organisational change, linking psychological knowledge to broader social and business issues. Many assessments are designed around real-world problems, allowing you to apply your learning to areas such as sustainability, mental health at work, and diversity.

You'll develop as a global citizen through engagement with diverse perspectives and international case studies. Your knowledge is strengthened through critical engagement with current research. Professionalism is developed through applied assessments and reflective practice. Digital fluency is embedded through use of collaborative tools and critical discussions about ethical digital working.

You'll explore how psychology intersects with leadership, business, and human resources, encouraging interdisciplinary thinking. The course fosters curiosity, adaptability, and reflective learning to support your long-term development. You will leave with the skills and mindset needed to continue learning and respond to new challenges throughout your career.

Settling into postgraduate study and university life: At the start of the MSc, all students take part in a comprehensive induction designed to help you settle into university life, meet key staff, and understand what to expect from postgraduate study. We introduce our learning platforms, clarify assessment expectations, and create opportunities for you to connect with peers. The first weeks focus on building confidence, especially if you're returning to study after time in the workplace or joining from a different educational system. Embedded academic support for diverse learners: Academic skills support is built into your modules and not treated as extra. Sessions on academic writing, referencing, critical thinking and research design are embedded early in the course, ensuring all students have a strong foundation. Staff are experienced in supporting a diverse student body, including those from professional backgrounds or international contexts, and offer one-to-one guidance when needed. Building confidence through early assessment and feedback: We use low stakes, early assessments to give you space to develop your academic voice and get feedback before submitting larger assignments. Tutors provide detailed formative feedback with clear, supportive advice on how to improve. This helps you build confidence and develop key skills gradually, without the pressure of high stakes grading at the outset. Using student feedback to enhance the course experience: We actively collect feedback through early module reviews, end-of-module evaluations, course committees and informal check-ins. Early module feedback allows us to make real-time adjustments to teaching and support. Your voice helps shape the course experience, ensuring it remains inclusive, relevant and responsive to your needs.

Employability in the Curriculum:

The course is designed to help you explore a wide range of career pathways in organisational and business psychology, HR, consultancy, and leadership development. Several modules use live briefs, simulated consultancy tasks, and organisational case studies that mirror real-world challenges. In your final semester, you'll complete a research or consultancy project that can be applied to a real organisation or a professional context, giving you valuable experience that supports your career goals.

You will be supported to develop a strong professional identity through reflective practice, applied tasks, and exposure to industry-relevant learning. Modules encourage you to think about your role as a practitioner and how you present yourself to future employers or clients. You will build a portfolio of evidence through assessments that simulate real workplace outputs, such as reports, evaluations, and intervention proposals.

The course is mapped to the Chartered Institute of Personnel and Development (CIPD) Level 7 and aligned with the standards of the Association for Business Psychology (ABP). This means professional values, ethical practice, and evidence-based decision-making are embedded across modules and assessments. You'll learn how to apply knowledge in ways that reflect current employer expectations and professional frameworks.

Careers services are introduced during induction week, so you are aware of the support available from the very start of the course. Throughout your studies, you'll engage in reflective activities that help you assess your strengths, set goals, and identify areas for development. Feedback from tutors and peers is built into classroom activities, and many modules include opportunities to practise key employability skills such as communication, presenting, and problem-solving. Professional networking is also encouraged within the course community. Classroom-based tasks help you build connections with peers, and you'll be supported to grow your online presence, including guidance on LinkedIn and using the platform to develop your professional network as the course progresses.

During your research project, you'll work closely with a supervisor to choose a topic that aligns with your career goals. Tutors provide guidance on connecting your academic work to professional ambitions, helping you make informed decisions about your development and future direction.