

Programme Specification

1	Awarding body	University of London				
2	Teaching Institution	Birkbeck College				
3	Programme Title(s)	BSc Business Psychology				
4	Programme Code(s)	UBSBUPSY_C (Part-time) UUBSBUPS_C (Full-time)				
5	UCAS code	C815				
6	Home Department	Department of Organizational Psychology				
7	Exit Award(s)	Diploma of Higher Education Certification of Higher Education Certificate of Continuing Education				
8	Duration of Study (number of years)	4 years (PT) 3 years (FT)				
9	Mode of Study	FT	✓	PT	✓	DL NO
10	Level of Award (FHEQ)	Level: 6				
11	Other teaching depts or institution	Department of Management; Department of Applied Linguistics and Communication; Others				
12	Professional, Statutory Regulatory Body(PSRB) details	<p>The degree does not lead to Graduate Basis for Chartered Membership with the British Psychological Society. Graduates of the BSc Business Psychology wishing to gain Graduate Basis for Chartered Membership can do so by completing a BPS-accredited conversation course after the BSc (Hons) Business Psychology. For further details see http://www.bps.org.uk</p> <p>BSc Business Psychology is stage 1 accredited by the Association for Business Psychology</p>				
13	<u>QAA Benchmark Group</u>	Psychology				

14	Programme Rationale & Aims
	<p>Rationale (overview): Business Psychology or organizational psychology is the study of psychological processes among employees and within organizations. This degree is uniquely placed within the university sector because it is taught by one of the oldest departments of organizational psychology in the world, and it is taught in the evenings from 6-9pm to help working students combine employment with education. BSc Business Psychology in Birkbeck is taught by a department with a rich history of delivering specialised courses in organizational psychology, helping students gain a good foundation for a career in a range of organizational contexts such as business psychology, human resources, management consultancy, staff recruitment and assessment, business development, staff training and development, careers counselling, various areas of applied psychology, market research, and jobs that require graduates with good quantitative skills, including knowledge about statistics and statistical software. The degree is available as a full-time, 3-year degree (typically 3 evenings a week), or as a 4-year, part-time degree (typically 2 evenings a week).</p>

Birkbeck, University of London, is a research-driven university that ranked well in the United Kingdom for research excellence, giving students degrees that have the hallmark of a well recognised university with a rich heritage. Founded in 1823, Birkbeck is well located in central London, and gives students a great opportunity to travel to campus from one of many nearby tube stations, including Euston, Goodge Street and Russell Square. Birkbeck is one of the only research-driven universities that provides students with the unique opportunity to study in the evening while working during the day. Students who are not currently in employment can access careers advice and opportunities from a dedicated Birkbeck Talent team.

Aims: The purpose of the BSc (Honours) Business Psychology at Birkbeck is to help students:

- Explore key organizational psychology topics and the application of psychology to work contexts.
- Learn about common mental disorders and the relevance of mental health to work.
- Learn about core issues in the health, safety and wellbeing of employees.
- Learn about careers counselling at work.
- Know key statistical methods in psychological research and how to use statistical software.
- Learn about core business issues such as accounting and marketing.
- Explore theories and evidence in organizational behaviour.
- Explore key topics in organizational change.
- Understand the psychology of employee motivation.
- Understand employment relations and human resource management.
- Understand the social psychology of teamwork, including leadership, group decision-making and productivity.
- Understand theories and evidence about personality, intelligence and employee recruitment/assessment.
- Know basic and advanced research methods in psychology.
- Explore issues in employee learning and development.
- Develop quantitative and qualitative research skills in psychological research.
- Know how to conduct an independent research project in business psychology.
- Develop communication skills, critical-analytical thinking and project management skills.

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Entry Criteria

- 112-120 UCAS tariff points. This equivalent to grades BBC to BBB at GCE 'A' Levels and we also accept a wide range of qualifications eligible for UCAS tariff points including BTECs.
- Five GCSEs (or equivalent) at grade C or new grade 4 or above, including mathematics and English. Applicants without this may be invited to take a test.
- We consider a range of alternative qualifications such as Certificates of Higher Education, and Access to Higher Education courses.
- If English is not an applicant's first language or they have not previously studied in English, we require an International English Language Testing System (IELTS Academic Test) score of 7.0, with not less than 6.5 in each of the sub-tests. We also consider some alternative tests, or we may offer pre-sessional English courses, foundation programmes and language support services to improve English language skills.

	<ul style="list-style-type: none"> • If a student has studied at university previously with accumulated credits from equivalent modules you studied they may make an application for Credits and Accredited Prior Learning (APL) after approval from the programme director or admissions tutor. • Mature students who do not have Level-3 qualifications (e.g. A Levels) may have their employment experience considered in lieu of certain entry criteria.
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16	<p>Learning Outcomes</p> <p>On successful completion of this programme a student will be expected to be able to :</p> <ol style="list-style-type: none"> 1. Have good written communication skills, critical-analytical thinking and project management skills. 2. Have general work-related skills such as teamworking, giving presentations, computer skills and writing reports. 3. Have key quantitative and qualitative research skills in psychological research. 4. Know basic and advanced research methods in psychology. 5. Know core business issues such as accounting and marketing. 6. Know core issues in the health, safety and wellbeing of employees. 7. Know how to conduct an independent research project in business psychology. 8. Know key statistical methods in psychological research and how to use statistical software. 9. Know key topics in organizational psychology. 10. Understand careers counselling at work. 11. Understand employment relations and human resource management. 12. Understand key issues in employee learning and development. 13. Understand key theories and evidence in organizational behaviour. 14. Understand key topics in organizational change. 15. Understand the psychology of employee motivation. 16. Understand the relevance of mental health to work. 17. Understand the social psychology of teamwork, including leadership, group decision-making and productivity. 18. Understand theories and evidence about personality, intelligence and employee recruitment/assessment.
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17	<p>Learning, teaching and assessment methods</p> <p>Learning: Learning happens through a mix of attending lectures, participating in seminars, performing in practical sessions/workshops and self-study.</p> <p style="padding-left: 40px;">-- Lectures are taught sessions and good in outlining key concepts, evidence and debates. Lecture slides, reading lists and other learning materials are made available on our online virtual learning environment.</p> <p style="padding-left: 40px;">--Seminars are interactive sessions whereby students engage in discussions about the topics, concepts and evidence. In preparation for a seminar, students typically need to read a journal article, search for abstracts or work on some discussion points. Seminars are good in facilitating collaborative learning. In preparation for seminars, students can access a rich selection of e-books, online journal articles and other reading materials online linked from</p>
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	<p>our online virtual learning environment. This enhances flexible learning, self-study and revision.</p> <p>--In addition to evening lectures some modules may also include experiential workshops which develop the students' current knowledge and past experience, and actively engage them in the process of learning and applying core principles. Workshops allow the participant to problem solve in depth and work through a variety of case studies or other business-related data.</p> <p>Assessments: We assess students through an interesting range of methods. This ensures that students develop their different strengths. Below are some examples.</p> <p><i>Reports:</i> Business psychologists typically have to engage in consultancy work, which involves a considerable amount of troubleshooting. Students' ability to use empirical evidence in the troubleshooting process is assessed through written reports. Students write a report based on statistical or qualitative analysis of business-related data and a review of published empirical evidence. Transferable skills in report writing are facilitated by practical sessions.</p> <p><i>Problem-solving group presentations:</i> Students work in groups to solve a hypothetical problem for a business. Students need to demonstrate their application of psychology to solve that problem. Students, as a group, then give a presentation about it. This assessment helps students develop essential skills as business psychologists in training.</p> <p><i>Essays:</i> Students research literature then write an essay on their chosen topic (based on a selection or guidance topic provided). Essays on this programme assess students' knowledge of key areas of psychology and how they apply to the business world.</p> <p><i>Research project:</i> Students choose a research topic that they find interesting, relevant to the application of psychology in business settings. Students design a study (for example, an experiment, survey, interview study). Students then collect data, analyse it and write a dissertation about it. The research project, completed in the final year, is an excellent opportunity for students to develop some specialism in particular business psychology topics.</p> <p><i>Exams:</i> Students' independent learning is assessed through exams. There is a range of examination methods used, for example structured exams, multiple choice exams and essay-based exams.</p>
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19	<p>Programme Description</p>
	<p>students take 360 credits across 4 years part-time or 3 years full-time as follows:</p> <p>P/T route: In the first year, students gain fundamental knowledge about psychology, finance, and strategy in the business world, as well as learning about quantitative research methods and statistics. In the second year, students gain core knowledge about psychology in business settings, including learning about social psychology, social cognition in teamwork, and employee wellbeing, as well as learning about marketing and research methods/statistics. In the third year, students gain advanced knowledge about</p>

applied psychology in the business world, including personality, intelligence, learning, motivation and career counselling, as well learning about advanced research methods, statistics and organizational change. In the fourth year, students gain advanced knowledge about human resource management, mental health issues in organizations, as well as completing a major research project.

F/T route: In the first year, students gain fundamental knowledge about psychology, workplace health and safety, finance, strategy in the business world, as well as learning about quantitative research methods and statistics. In the second year, students gain core knowledge about psychology in business settings, including social cognition in teamwork, social psychology in organizations, mental health, occupational health, personality, intelligence and motivation, as well as learning about research methods, marketing and organizational change. In the third year, students complete a major research project, as well as learning about human resource management, learning and careers counselling.

20	Programme Structure			
PART-TIME (4 year) programme				
Year 1				
Level	Module Code	Module Title	Credits	Status*
4	BUOB094H4	Introduction to Organizational Psychology	15	Compulsory
4	SSEA025S4	Introductions Understanding the Business World	30	Compulsory
4		Students will choose an optional level-4 module	15	Option
4	MOMN022H4	Quantitative Methods	15	Compulsory
4	BUOB095H4	Workplace Health and Wellbeing	15	Compulsory
Year 2				
Level	Module Code	Module Title	Credits	Status*
5	MOMN047H5	Organizational Behaviour	15	Compulsory
5	BUOB029H5	Research Methods for Business Psychology	15	Compulsory
4	BUMN131H4	Introduction to Accounting	15	Compulsory
5	BUMN067H5	Buyer Behaviour	15	Compulsory
5	BUOB038H5	Group Processes in Organizations	15	Compulsory
4		Students will choose an optional level-4 module	15	Option
Year 3				
Level	Module Code	Module Title	Credits	Status*
6	BUOB016H6	Advanced Research Methods	15	Compulsory
5	BUOB090H5	Motivation, Engagement and Job Design	15	Compulsory
5	BUMN150H5	Critical Perspectives on People Management	15	Compulsory
5	BUOB091H5	Organizational Change	15	Compulsory
6	BUOB093H6	Psychopathology and Work	15	Compulsory
5	BUOB092H5	Individual Differences and Psychometrics	15	Compulsory
Year 4				
Level	Module Code	Module Title	Credits	Status*
6	MOMN039D6	Research Project: Management	60	Compulsory
6	BUOB011H6	Careers and Counselling at Work	15	Compulsory
6	BUMN152H6	Contemporary Perspectives in Employee Relations	15	Compulsory

FULL-TIME (3 year) programme				
Year 1				
Level	Module Code	Module Title	Credits	Status*
4	BUOB094H4	Introduction to Organizational Psychology	15	Compulsory
4	SSEA025S4	Introductions Understanding the Business World	30	Compulsory
4		Students choose an optional level-4 module	15	option
4		Students choose an optional level-4 module	15	option
4	MOMN022H4	Quantitative Methods	15	Compulsory
4	BUOB095H4	Workplace Health and Wellbeing	15	Compulsory
4	BUMN131H4	Introduction to Accounting	15	Compulsory
Year 2				
Level	Module Code	Module Title	Credits	Status*
5	MOMN047H5	Organizational Behaviour	15	Compulsory
5	BUOB029H5	Research Methods for Business Psychology	15	Compulsory
5	BUOB090H5	Motivation, Engagement and Job Design	15	Compulsory
5	BUMN150H5	Critical Perspectives on People Management	15	Compulsory
5	BUOB091H5	Organizational Change	15	Compulsory
5	BUOB092H5	Individual Differences and Psychometrics	15	Compulsory
5	BUMN067H5	Buyer Behaviour	15	Compulsory
5	BUOB038H5	Group Processes in Organizations	15	Compulsory
Year 3				
Level	Module Code	Module Title	Credits	Status*
6	BUOB016H6	Advanced Research Methods	15	Compulsory
6	BUOB039D6	Dissertation in Business Psychology	60	Compulsory
6	BUOB011H6	Careers and Counselling at Work	15	Compulsory
6	BUOB017H6	Learning and Employee Development	15	Compulsory
6	BUOB093H6	Psychopathology and Work	15	Compulsory

21	Programme Director	Aly Kelleher
22	Start Date (<i>term/year</i>)	Autumn 2011
23	Date approved by TQEC	Autumn 2010
24	Date approved by Academic Board	Spring 2011
25	Date(s) updated/amended	20 March 2024 (Y4 part-time)