



UNIVERSITY
OF LONDON
INTERNATIONAL
PROGRAMMES

Postgraduate courses in

Organizational Psychology and Human Resource Management

Fully supported online learning

2017–2018

The World Class: studied anywhere,
valued everywhere.

Academic direction by



Birkbeck
UNIVERSITY OF LONDON

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Join the World Class

1 A mark of excellence

Gain a University of London degree and increase your potential career development.

2 Quality of learning

The programmes in this leaflet are developed by academics in the Department of Organizational Psychology at Birkbeck, the oldest and largest department of its kind in the UK, so you can rely on the quality of the degree content.

3 Worldwide relevance

The programmes are designed to be of worldwide relevance. Graduates have gone on to become careers advisors, managers and consultants in large multinational companies and government departments.

4 Access a wealth of online resources

You are fully supported online and participate in tutor-led virtual seminars for each module. You are also assigned a personal tutor to provide general guidance throughout your studies.

5 Flexible learning

With no travel, relocation or accommodation costs, studying through the University of London International Programmes is much more affordable than coming to London to study on campus. What's more, you can continue working full time.

An aerial photograph of London, featuring St Paul's Cathedral with its prominent dome in the center. To the left, a modern building is under construction, with a tall concrete core and a steel framework. The foreground shows various urban buildings, including a modern glass-fronted structure. The sky is filled with white and grey clouds.

“In the increasingly competitive environment of worldwide access to higher education, the University of London International Programmes continue to offer a guarantee of quality, value and intellectual rigour.”

Professor Sir Adrian Smith FRS
Vice-Chancellor, University of London

Your prestigious University of London qualification



About your qualification

When you graduate with a degree from the University of London you will receive two important documents – your Final Diploma (the parchment you receive on graduation) and a Diploma Supplement.

The Final Diploma

- Indicates that you were registered with the University of London and awarded a University of London degree, diploma or certificate.
- Gives the name of the University of London College that provided assessment.
- Features the University of London crest and the Vice-Chancellor's signature.

The Diploma Supplement

- Describes the nature, level and content of the degree you successfully completed.
- Includes the transcript of all courses taken, marks achieved and overall classification.
- States the role of Birkbeck and the method of study.

Contents

Key dates

Application deadline

17 August

Registration deadline

31 August

Programme starts

2 October

Examinations take place

December, March, and July

**A global reach
with over 50,000
students spanning
180 countries**

Postgraduate courses in Organizational Psychology and Human Resource Management

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Outstanding distance learning opportunities



Dr Duncan Jackson, Programme Director, Organizational Psychology and Human Resource Management

Many people wish for a better understanding of the organization they work for. They know how to do their job, but would like a set of ideas and a way of thinking to help them understand and improve the way things are done organizationally. With such understanding they may be more successful, and help to create more productive and satisfying workplaces for others. It is for people like this that our programmes in Organizational Psychology and Human Resource Management have been designed.

The programmes are concerned with the social and psychological processes operating in organizations, and how these processes relate to organizational systems and structures. Both programmes use current and classic theory and research to enable you to

understand organizations, and to develop ways of improving them. Such improvements come in many forms, from selecting, training, and motivating people, to maintaining and enhancing their well-being.

You will receive small group tuition by experts, extensive high quality and purpose-written study materials, and access to world-class library facilities. Because tuition takes place online, you can study at the times you choose, and do so anywhere in the world that internet access is available. You will also have the opportunity to interact with tutors and other students during the Introductory Week, and then during the Revision Week, both held online each year.

BPS Accreditation

The MSc in Organizational Psychology has been accredited by the British Psychological Society (BPS). The BPS is the representative body for psychologists and psychologists in the UK and is responsible for the promotion of excellence and ethical practice in the science, education, and practical applications of the discipline. In addition to qualifying for Chartered Membership of the BPS, successful students of the MSc in Organizational Psychology also qualify for full membership of the Division of Occupational Psychology (DOP).

Academic direction: Birkbeck

The Department of Organizational Psychology is the oldest and largest of its kind in the UK and makes a major contribution to research in the field of behaviour at work. It is a major provider of academic and professional training in organizational psychology (also known as occupational psychology or organizational behaviour) and career management.

As well as providing established and innovative teaching programmes, members of the Department are dedicated to conducting internationally renowned research in their specialist fields, and have papers published worldwide in top academic journals. The authors of the study materials you will receive are all highly respected in the field. The Department maintains good relationships with industrial research partners.

Organizational Psychology

MSc degree:

Eight compulsory modules plus the Research project.

Postgraduate Diploma:

Eight compulsory modules.

Please note: with the exception of the Research project, all modules can be taken as individual modules. You can register for up to three modules at any one time. The anticipated number of study hours per module is 150 hours.

Structure

Compulsory modules:

Employee relations and motivation

Leadership and performance management

Learning and development

Life career development

Research methods

Selection and assessment

Understanding organizations and change

Work and well-being

Research project (MSc only)



Janet Wong

MSc Organizational Psychology graduate, Singapore

'As my job requires me to travel, I needed a programme that offered flexibility. The MSc Organizational Psychology was the perfect choice. The course not only covered relevant and practical modules that I'm passionate about which I can apply in my job, but also provided me with the ease of studying almost anywhere in the world.'

I moved to HR a year after starting this course, and the breadth and depth of the modules helped make this career transition much smoother and easier.'

Janet works at InterContinental Hotels Group as a Global Resourcing Projects Director.

Human Resource Management

MSc degree:

Eight compulsory modules plus the Research project.

Postgraduate Diploma:

Eight compulsory modules.

Please note: with the exception of the Research project, all modules can be taken as individual modules. You can register for up to three modules at any one time. The anticipated number of study hours per module is 150 hours.

Structure

Compulsory modules:

Comparative employment relations

Human resource strategies

International human resource management

Leadership and performance management

Leading and developing people

Professional development and learning

Research methods

Selection and assessment

Research project (MSc only)



Jane Sendall

MSc Organizational Psychology graduate, UK

‘Although an experienced training manager with several qualifications under my belt, I felt the need to deepen my knowledge. I also felt that having an MSc was becoming more important if I wanted to go further in my career.

The tutors and quality of materials on the programme are truly excellent and up-to-date. This course has definitely increased and improved my critical and strategic thinking, and given me much more confidence in my work.’

Jane works for Time Warner.



Why study with us?

The programmes listed in this leaflet give you the opportunity to gain professional recognition and progress your career in the direction you choose. Our students come from a variety of backgrounds. Many are already working in HR or Management and wish to advance their career with a qualification. Others are looking to make a career change, or simply want to understand organizations better.

Why distance learning?

There are many reasons to consider distance learning. Your job may involve extensive travel or long and irregular hours, making it difficult to commit to regular classes and study times. Perhaps you would rather avoid the expense of relocating to London as a full-time student. Whatever your reasons, the flexibility of these programmes allows you to plan your studies to fit in with your home and work commitments.

Employment routes

Graduates of these programmes go on to become trainers, motivators, careers advisors, managers and consultants within large multinational companies, government departments or in any organization where advanced knowledge of organizational psychology may be useful.

Flexible study

You can study for a full MSc, Postgraduate Diploma or choose to take a single module for your continuing professional development. If you do not want to commit to studying an MSc, you can register for an individual module or Postgraduate Diploma first. Having successfully completed these, you can then move on to gain the full MSc.

You have between one and five years to complete the MSc or the Postgraduate Diploma.

Time commitment

Provided you complete the MSc within five years, you can study at your own pace. For instance, you do not have to take examinations every year. As a rough guide, if you wish to complete in the minimum study period you

should be prepared to study 20 hours per week during the academic session. The academic session runs from the beginning of October to the end of September.

Spreading the cost

You are not expected to pay in full as soon as you start your first module, unless you choose to do so. Generally, students choose the pay-as-you-go option, spreading the cost by paying for each new module in turn. But it is up to you.

Assessment

'Professional development and learning' is assessed with written coursework. The Research project (MSc only) is assessed by a 10,000-word scientific report. All other modules are examined by a two-hour unseen written paper. Examinations are held in overseas centres, as well as in London. You can sit them whenever you are ready.

How do I study?

The Virtual Learning Environment

The dynamic element of the programme is provided through the Virtual Learning Environment (VLE). This provides:

Recorded lectures and dedicated audio recordings

Audio recordings are made of lectures for postgraduate students at Birkbeck, and these recordings are provided to you along with the PowerPoint slides. In this way you can enjoy and benefit from Birkbeck lectures and lecture material wherever you are in the world, and at a time convenient to you.

Virtual seminars

You are placed in a group of about 15 students with a highly qualified online conferencing tutor. For each module, you discuss topics in this conferencing group. As these discussions are not in 'real time' you can ask questions, give your opinions, request clarification, and read contributions made by others at whatever time suits you.

If you are away from home, even on the other side of the world, it makes no difference as long as you have internet access when you need to conference. At the end of the study

period you can print this material off and read it whenever you want – giving you a permanent copy of all that you, your tutor, and your fellow students have written. Conferencing takes place over three terms.

Online discussions

Online discussions are an important part of the course, benefiting both you and your fellow students. You may find the prospect of joining in a discussion with people you have not met before slightly daunting, but once you have made one or two contributions you will probably feel more confident.

Although you are required to participate in the discussion, you will not be assessed on your contributions, so you can enjoy the opportunity to explore the subject with your fellow students.

Online Library resources

You have online access to the University's world-class library resources. Here you can search for and obtain articles in the world's top academic journals (including those recommended by your tutor), read them on your computer, or print them out at work or home.

It is like being able to walk into one of the world's great academic

libraries without leaving your chair. With a portable device such as an iPhone or iPad and access to the internet, you can conference and read articles anywhere and at any time!

Your study resources

For each module you study, you receive the following online resources:

- a module handbook
- textbooks for certain modules
- recorded lectures or dedicated audio recordings, with associated PowerPoint slides
- links to recommended journal articles in the Online Library.

Essays and sample exam questions

For each module, you have the opportunity to obtain valuable feedback on one essay and one sample exam answer that you write.

Online study support

Online teaching

At times of your own choosing you participate in tutor-led virtual seminars for each module.

Personal tutor

You are assigned a personal tutor who you can contact for general guidance over the course of your studies.

Programme administrator

Your first point of contact for all queries relating to your studies.

Assessed pieces of work

An online facility for submitting essays and mock exams to your tutor is available.

Student café

An informal virtual meeting place where students support and encourage one another – a very popular feature of our programmes.



Module outlines

Comparative employment relations

This module includes Introduction to comparative theory and method; Markets, institutions and actors; Varieties of capitalism 1: the UK and other LMEs; Varieties of capitalism 2: the CMEs and Japan; The role of the state; Reading week; Employers, employer associations and multi-national corporations; Trade unions; Collective bargaining, works councils and employee participation. Pay, inequality and unemployment; future trends.

Employee relations and motivation

This module will examine key aspects of the labour contract – power and motivation. The employment contract will be examined in terms of power, control and conflict. Then theory and research on employee motivation will be examined and related to the employment contract. Finally, the module will address employee diversity.

Human resource strategies

Sessions covered may include: Introduction; HR and the organization; Employment life-cycle from entry to exit; Recruitment and selection; The employment relationship; Performance and reward; HRS contemporary trends and challenges.

International human resource management

This module covers the theory and practice of human resource management at the international level, working with other cultures and values, the practice of HRM in multinational firms, including performance management and training, as well as international regulation and governance.

Leadership and performance management

This module is concerned with different approaches to managing and leading people at work. The field of HRM focuses on theory and practice of the management of employment or people in organizations. The field of Leadership focuses largely on the management of soft factors at work from the perspective of leader and followers. In other words, HRM focuses on the more formal aspects of managing employment relationships in general and leadership deals more with the process and interactions between a group of individuals consisting of leaders and followers.

Note: some personal work experience of human resource management and organizational behaviour is extremely useful for this module. Also, students who have not followed an HRM or

organizational behaviour course at undergraduate level will find this module difficult and will have to work hard to familiarise themselves with the literature. This will involve considerable extra reading and study.

Leading and developing people

Sessions covered may include: Introduction; HRD and motivation; Leadership and followers; Flexible working and change management; Aims and Objectives of HR and HRD functions; Professionalism and corporate social responsibility; HRD contemporary trends and practices.

Learning and development

Contemporary issues covering ethics, practice versus theory, e-learning, the changing work profile, resource-based strategies, from training to learning, and the transfer of knowledge into practice are all discussed. Finally, the ways in which training can be evaluated are considered.

Life career development

This module reflects how significant careers have become as the world has become more complex and individualistic. A hotly debated issue in career studies is the extent to which people are experiencing more mobility generally in their careers, spending less time with one employer and making major career changes throughout their working life.

Although anecdotal evidence suggests that this may be the case, large-scale research studies don't entirely bear this out. However, one change that does seem to be happening is an increased diversity in careers. Another focus is the importance of work in relation to the rest of life and the challenges of maintaining a healthy balance.

Professional development and learning

Sessions covered may include: Introduction; Who am I; Careers; Professional and ethical practice; Professional relationships; Expectations and challenges; Planning and goal setting.

Research methods

This course covers four issues in organizational research. The first issue addresses some basic topics on doing research in organizational settings such as understanding an empirical research model; formulating testing hypotheses; understanding research paradigms, and knowledge on writing a research proposal.

The second issue concerns the quantitative methods. The third issue focuses on the qualitative research methods. The last issue touches on two other types of research techniques: using experimental design and conduction cross-cultural studies.

Overall this course introduces social sciences methods as applied broadly to the study of topics that arise as part of organizational life.

Selection and assessment

This module is designed to provide an introduction to key techniques for selection and assessment at work, including issues relating to the reliability and validity of these methods. It also covers the nature of job performance, the relationships between cognitive ability and personality and job performance, psychological processes affecting selection decisions, and fairness.

Understanding organizations and change

This module provides multiple perspectives for thinking critically about organizations and organizational change.

Work and well-being

The psychology of work and health is primarily concerned with the role and respective interplay between psychological, social and organizational aspects of working, and seeks to understand how these various domains impact upon both individual and organizational health.

This field brings together and, moreover, draws on a number of key fields in the area of psychology and related fields including: social psychology, work and organizational psychology, health psychology, environmental psychology, human factors and ergonomics.

The current module adopts a biopsychosocial model to understanding workplace health, with the primary aim to facilitate a full and comprehensive understanding of workplace health and safety at both a micro and macro level. The focus of this module is to understand how work can contribute to the impairment of worker's health, safety, and well-being;

and, in turn, how this knowledge can be used to prevent employee ill health and, moreover, promote optimal employee health, engagement, resiliency, and productivity.

The module will have a concentrated applied focus, which will demonstrate and discuss the translation and application of psychological theories and principles into development of healthy workplace policies, organizational systems, and management practices.

Research project

Throughout the whole of your MSc course you will be learning research methods and working towards your research project. We encourage

students to identify research questions at work that interest them early in the course and many students work on projects within their own organizations.

This is your opportunity to develop expertise in a specific area of interest and possibly even publish. You will prepare a research proposal for your MSc project (submission by 13 January). Research methods conferences support the development of your proposal.

On the basis of your proposal topic you will be assigned a Project Advisor to give feedback on your proposal and support your research. You will work with them to submit a research paper by 31 August in the year of submission.



Continuing professional development (CPD)

Many professionals need to update their knowledge by focusing on a particular subject. As a result, our modules are also available on a stand-alone basis for the purposes of CPD (with the exception of the Research project).

You can register for a maximum of three modules, which can be studied simultaneously. On successful completion of each module you will receive a University of London certificate. The fee for studying an individual module is £1,315.

If you meet all the necessary entrance requirements you may later apply to register for the MSc and gain credits for the modules you have already passed.

Further information

Entrance requirements

Academic

A good honours degree or equivalent, in any subject, from an institution acceptable to the University of London. Applicants without a degree but with appropriate industrial experience will also be considered on an individual basis

English language

For all applicants an advanced level of English is required. Applicants may be required to pass, or to have passed within the last three years, at the appropriate level, a test of proficiency in English acceptable to the University of London (e.g. TOEFL, IELTS, GCSE/GCE O level in English).

Computing

All students need a computer, regular access to the internet and a printer.

How to apply

For further information on this programme, entrance requirements and details on how to apply, please visit: londoninternational.ac.uk/ophrm



Fees payable to the University

The fees given below refer to the 2017–2018 academic year only and are effective from 1 May 2017 until 30 April 2018. Fees are subject to annual revision and typically may be increased by up to 5% per annum. The full list of annual fees for the programmes will be published on the Student Fees web page once confirmed, please visit: londoninternational.ac.uk/fees

When you register you can either pay the total amount upfront:

| | |
|----------------------|---------|
| MSc | £13,175 |
| Postgraduate Diploma | £10,975 |

Or pay as you go (a one-off registration fee plus a fee for each module).

| | |
|-----------------------------|--------|
| Registration fee | £2,175 |
| Fee per module | £1,100 |
| Research project (MSc only) | £2,200 |

You will also have to pay an additional fee to your local examination centre (this fee will vary).

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For further information on the range of programmes we offer, please visit our website or contact us at:

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