

## PROGRAMME SPECIFICATION

Name, title and level of final qualification(s)	<b>BSc Business Psychology</b> (Level 6)
Name and title of any exit qualification(s)	Certificate of Higher Education Diploma of Higher Education Certificate of Continuing Education
Is the programme offered with a Foundation Year?	No
Awarding Body	University of London
Teaching Institution(s)	Birkbeck, University of London
Home Department/other teaching departments	Birkbeck Business School
Location of delivery	Central London
Language of delivery and assessment	English
Mode of study, length of study and normal start month	Full-time (3 years) Part-time (4 years) September
Professional, statutory or regulatory body	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 <a href="http://www.bps.org.uk">http://www.bps.org.uk</a>  BSc Business Psychology is stage 1 accredited by the Association for Business Psychology
<a href="#">QAA subject benchmark group(s)</a> <a href="#">Higher Education Credit Framework for England</a>	Psychology
UCAS code and URL	C815
Birkbeck Course Code	UBSBUPSY_C (Part-time) UUBSBUPS_C (Full-time)
HECoS Code	100954 business psychology
Start date of programme	Autumn 2011/2
Date of programme approval	Autumn 2010
Date of last programme amendment approval	February 2024
Valid for academic entry year	<b>2024-25</b>
Programme Director	Aly Kelleher
Date of last revision to document	22/03/2024

## Admissions requirements

We welcome applicants without traditional entry qualifications as we base decisions on our own assessment of qualifications, knowledge, and previous work experience. We may waive formal entry requirements based on judgement of academic potential. We consider a range of alternative qualifications such as Certificates of Higher Education, and Access to Higher Education courses.

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.

**GCSEs:** Five GCSEs (or equivalent) at grade C or new grade 4 or above, including mathematics and English. Applicants who do not hold this level of qualification may be required to carry out a skills audit at a selection evening, which comprises English and mathematics. This audit assesses an applicant's potential to cope with, and benefit from, a particular programme of study.

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 6.5, with not less than 6.0 in each of the sub-tests. We also consider some alternative tests.

The UCAS tariff score is applicable to you if you have recently studied a qualification that has a UCAS tariff equivalence. UCAS provides [a tariff calculator](#) for you to work out what your qualification is worth within the UCAS tariff.

**UCAS tariff points:** 96-120 points (e.g. A-levels CCC-BBB). For part-time courses, standard requirements are a minimum of two A-levels or equivalent. We also accept a wide range of qualifications eligible for UCAS tariff points including BTECs.

## Programme rationale and Aims

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 originated within one of the oldest departments of organizational psychology in the world. BSc Business Psychology in Birkbeck is taught by academics, and supported by their research, to deliver specialised modules in organizational psychology. This helps students gain a good foundation for a career in a range of organizational contexts such as business psychology, human resources, and management consultancy. Additionally, in the areas of staff recruitment and assessment, business development, staff training and development, careers counselling, and various areas of applied psychology. This programme supports students with 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).

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 to continue working during the day. Students who are not currently in employment can access careers advice and opportunities from a dedicated Careers Services team.

## Course 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.

## Course structure

The BSc programme can be studied: full time over 3 years or part time over 4 years (equivalent to 75% intensity of full time). Two sets of degree structures, 3- and 4-year structures are provided below.

Level	Module Code	Module Title	Credit	Comp Core/ Option	Likely teaching term(s)
<b>Full-time – 3 years</b>					
<b>Year 1</b>					
4	BUMN138H4	Personal and Academic Skills for Success	15	Compulsory	T1
4	BUMN077H4	Management Studies I	15	Compulsory	T1
4	BUMN131H4	Introduction to Accounting	15	Compulsory	T2
4	BUMN078H4	Management Studies II	15	Compulsory	T2
4	BUMN144H4	Principles of Marketing (Undergraduate)	15	Compulsory	T2
4	MOMN022H4	Quantitative Methods	15	Compulsory	T3
4	BUMN149H4	Microeconomics for Business	15	Compulsory	T3
4	BUMN051H4	Business Information Systems	15	Compulsory	T3
<b>Year 2</b>					
5	SC07003H5	Introduction to Organizational Psychology	15	Compulsory	T1
5	BUOB090H5	Motivation, Engagement and Job Design	15	Compulsory	T1
5	MOMN047H5	Organizational Behaviour	15	Compulsory	T1

5	BUMN150H5	Critical Perspectives on People Management	15	Compulsory	T2
5	BUOB091H5	Organizational Change	15	Compulsory	T2
5	SC07004H5	Occupational Health	15	Compulsory	T3
5	BUMN146H5	Research Methods in Management (Undergraduate)	15	Compulsory	T3
5	BUOB092H5	Individual Differences and Psychometrics	15	Compulsory	T3
<b>Year 3</b>					
6	BUOB016H6	Advanced Research Methods	15	Compulsory	T1
6	MOMN039D6	Research Project: Management	60	Compulsory	T1-3
6	BUOB011H6	Careers and Counselling at Work	15	Compulsory	T2
6	SC07005H6	Group Processes in Organizations	15	Compulsory	T3
6	BUOB093H6	Occupational Mental Health	15	Compulsory	T2
<b>Part-time – 4 years</b>					
<b>Year 1</b>					
4	BUMN138H4	Personal and Academic Skills for Success	15	Compulsory	T1
4	BUMN077H4	Management Studies I	15	Compulsory	T1
4	BUMN131H4	Introduction to Accounting	15	Compulsory	T2
4	BUMN078H4	Management Studies II	15	Compulsory	T2
4	MOMN022H4	Quantitative Methods	15	Compulsory	T3
4	BUMN051H4	Business Information Systems	15	Compulsory	T3
<b>Year 2</b>					
5	SC07003H5	Introduction to Organizational Psychology	15	Compulsory	T1
5	MOMN047H5	Organizational Behaviour	15	Compulsory	T1
5	BUOB091H5	Organizational Change	15	Compulsory	T2
4	BUMN144H4	Principles of Marketing (Undergraduate)	15	Compulsory	T2
4	BUMN149H4	Microeconomics for Business	15	Compulsory	T3
5	BUMN146H5	Research Methods in Management (Undergraduate)	15	Compulsory	T3
<b>Year 3</b>					
5	BUOB090H5	Motivation, Engagement and Job Design	15	Compulsory	T1
6	BUOB016H6	Advanced Research Methods	15	Compulsory	T1
6	BUOB011H6	Careers and Counselling at Work	15	Compulsory	T2
5	BUMN150H5	Critical Perspectives on People Management	15	Compulsory	T2
5	BUOB092H5	Individual Differences and Psychometrics	15	Compulsory	T3
5	SC07004H5	Occupational Health	15	Compulsory	T3
<b>Year 4</b>					
6	MOMN039D6	Research Project: Management	60	Compulsory	T1-3
6	BUOB093H6	Occupational Mental Health	15	Compulsory	T2
6	SC07005H6	Group Processes in Organizations	15	Compulsory	T3

<i>Core:</i>	<i>Module must be taken and passed by student</i>
<i>Compulsory:</i>	<i>Module must be taken but can be considered for compensated credit (see CAS regulations paragraph 24)</i>
<i>Option:</i>	<i>Student can choose to take this module</i>

## **How you will learn**

Your learning and teaching are organised to help you meet the learning outcomes (below) of the course. As a student, we expect you to be an active learner and to take responsibility for your learning, engaging with all the material and sessions arranged for you.

The programme is divided into modules. You will find information on the virtual learning site (Moodle, see Academic Support below) about each of your modules, what to expect, the work you need to prepare, links to reading lists, information about how and when you will be assessed.

Your learning for this course will be a combination of lectures (pre-recorded) and seminars. Lectures are designed to provide you with an outline or overview of the topic, to engage you with the material and direct you to other resources. They are a springboard for your own learning. Seminars are in-person (on campus) group sessions where you will be asked to contribute to discussion or group work around the topic, with material set in advance for which you need to prepare. 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. Preparation may also include students accessing a rich selection of e-books, online journal articles, and other reading materials online linked from our online virtual learning environment. This enhances flexible learning, self-study, and revision.

## **How we will assess you**

Assessment is used to enhance your learning rather than simply to test it. We use a variety of assessment methods, which ensures students develop different strengths. Below are some examples.

Modules that emphasise the learning of numerical skills and an understanding of research will involve research reports. Business psychologists typically must 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 and analysis (where relevant) are facilitated by practical sessions.

More theoretically based modules may require end of term coursework essays, where students research literature then write an essay on their chosen topic/question (based on a selection or guidance topic provided). Essays on this programme assess students' knowledge of key areas of psychology, how they apply to the business world, and aim to strengthen critical thinking and arguments in your academic writing.

*Exams:* 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. This form of assessment in most modules takes place at the end of term.

In the final year of studies, students independently design and complete a large written assignment, in the form of a research project/dissertation. 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 up their dissertation. The research project is an excellent opportunity for students to develop some specialism in particular business psychology topics. Students are supported by a research project supervisor via an academic with the appropriate expertise in both the research area and research method.

### **Learning outcomes (what you can expect to achieve)**

'Learning outcomes' indicate what you should be able to know or do at the end of your course. Providing them helps you to understand what your lecturers will expect and the learning requirements upon which you will be assessed.

Upon the successful completion of this programme, you will be expected to be able to:

1. Demonstrate good written communication skills, critical-analytical thinking, and project management skills.
2. Demonstrate general work-related skills such as teamworking, computer skills and writing evidence-based reports.
3. Demonstrate 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 Occupational health 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 theories of motivation and engagement.
13. Understand key theories and evidence in organizational behaviour.
14. Understand key topics in organizational change.
15. Understand the relevance of mental health to work.
16. Understand the social psychology of teamwork, including leadership, group decision-making and productivity.
17. Understand theories and evidence about personality, intelligence, and employee recruitment/assessment.

### **Careers and further study**

You will find Business Psychology graduates in a variety of roles in both private and public organisations, across all industries. Alumni have gone on to change careers/industries or gain promotions in their existing job roles. There are also cases where both outcomes have occurred during the programme for existing students.

This programme is accredited by the Association of Business Psychology, which provides opportunities for students to engage in conferences, become a member (free for the 1 year) with access to resources, and engage in a student group competition known as the 'Biz Psych Cup'.

Birkbeck offers a range of careers support to its students. You can find out more on [the careers pages of our website](#).

Many of BSc Business Psychology students go on to further study, which includes one of our related MSc programmes. These include an MSc in Organizational Psychology and an MSc in Human Resources Management.

<https://www.bbk.ac.uk/courses/postgraduate/organizational-psychology>

<https://www.bbk.ac.uk/courses/postgraduate/human-resource-management>

### **Academic regulations and course management**

Birkbeck's academic regulations are contained in its [Common Award Scheme Regulations](#) and Policies published by year of application on the Birkbeck website.

You will have access to a course handbook on Moodle and this will outline how your course is managed, including who to contact if you have any questions about your module or course.

### **Support for your study**

Your learning at Birkbeck is supported by your teaching team and other resources and people in the College there to help you with your study. Birkbeck uses a virtual learning environment called Moodle and each course has a dedicated Moodle page and there are further Moodle sites for each of your modules. This will include your course handbook.

Birkbeck will introduce you to the Library and IT support, how to access materials online, including using Moodle, and provide you with an orientation which includes an online Moodle module to guide you through all of the support available. You will also be allocated a personal tutor for pastoral support throughout the academic year. You will be provided with information about learning support offered within your School and by the College.

[Please check our website for more information about student support services](#). This covers the whole of your time as a student with us including learning support and support for your wellbeing.

### **Quality and standards at Birkbeck**

Birkbeck's courses are subject to our quality assurance procedures. This means that new courses must follow our design principles and meet the requirements of our academic regulations. Each new course or module is subject to a course approval process where the proposal is scrutinised by subject specialists, quality professionals and external representatives to ensure that it will offer an excellent student experience and meet the expectation of regulatory and other professional bodies.

You will be invited to participate in an online survey for each module you take. We take these surveys seriously and they are considered by the course team to develop both modules and the overall courses. Please take the time to complete any surveys you are sent as a student.

We conduct an annual process of reviewing our portfolio of courses which analyses student achievement, equality data and includes an action plan for each department to identify ongoing enhancements to our education, including changes made as a result of student feedback.

Our periodic review process is a regular check (usually every four years) on the courses by department with a specialist team including students.

Each course will have an external examiner associated with it who produces an annual report and any recommendations. Students can read the most recent external examiner reports on the course Moodle pages. Our courses are all subject to Birkbeck Baseline Standards for our

Moodle module information. This supports the accessibility of our education including expectations of what information is provided online for students.

The information in this programme specification has been approved by the College's Academic Board and every effort has been made to ensure the accuracy of the information it contains.

Programme specifications are reviewed periodically. If any changes are made to courses, including core and/or compulsory modules, the relevant department is required to provide a revised programme specification. Students will be notified of any changes via Moodle.

Further information about specifications and an archive of programme specifications for the College's courses is [available online](#).

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