



MSc Business Psychology

POSTGRADUATE

ONLINE



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Arden University has three decades of experience providing higher education, and we’ve helped more than 50,000 students globally gain the qualifications they need to succeed. According to our 2021 graduate survey, we have a 95% student satisfaction rating, and 9 out of 10 Arden students believe studying with us has helped them transform their careers.



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**You can visit the
Arden University
website page for this
course [here](#).**

COURSE CONTENT OVERVIEW

PG 3

The MSc Business Psychology covers the application of psychology in the workplace, allowing both graduates and industry professionals alike to pursue a specialisation in occupational psychology. You'll develop the key practitioner skills needed to strategically apply psychology in the workplace, helping you graduate with the highly sought-after ability to improve business operations at the individual, team, and organisational levels. This course is dual-accredited by the British Psychological Society (BPS) and the Association for Business Psychology (ABP).

Course at a glance

- Gain in-depth knowledge of business psychology in a variety of industries.
- Understand the strategic importance of applying psychology to the workplace.
- Develop practical skills in applying appropriate psychological interventions at the individual, team, and organisational levels.
- Gain transferable skills for a range of exciting roles in both the public and private sectors.

Key facts

Location: Online

Start dates: Every 3 months

Part time: 1 year+

Contact us

If you'd like to get in touch to find out more about studying this course, please use the following:

UK enquiries:

Call 0800 268 7737

Email study@arden.ac.uk

International online learning:

Call +44 20 300 56070

Email online@arden.ac.uk

Berlin blended learning:

Call +49 30 23590100

Email studyberlin@arden.ac.uk

Entry requirements

- A UK Honours Degree at a minimum of second class (2.2) or equivalent
- If you have experience or qualifications that aren't a clear pathway to this degree, we are more than happy to discuss your application.
- IELTS 6.5 (no less than 6.0 in any element); or TOEFL iBT 90; or equivalent.
- Alternatively, evidence you have previously studied in English can be accepted.
- We also offer an internal English test for applicants who are unable to provide an English Proficiency letter.

Career Progression

- Occupational Psychologist
- Business Psychologist
- Workplace Trainer
- Human Resources Manager
- Recruitment Consultant

If you'd like to get your application started, please click [here](#).

Online learning

Studying this course online gives you a lot of flexibility and convenience. You can enrol with us from anywhere in the world and study your degree from the comfort of home, without the requirement to attend classes in a physical location.

You'll study the course through ilearn, our university campus in the cloud. ilearn provides you with an integrated online learning experience, including your virtual classroom, lecture hall, and online library of more than half a million books and journals – yours for free while you study with us.

Studying online doesn't mean studying alone. As well as receiving regular feedback and guidance from your course tutor, you'll be studying with likeminded students and you'll have access to community message boards to discuss your course and the topics being raised within it.

We've even set up community boards embedded into each of the course modules so you can have discussions with your tutor and classmates on the topics you're currently learning.

You can find out more about online learning with Arden University [here](#).

Online learning key benefits

- Study anywhere worldwide
- Plan your own schedule
- Benefit from reduced costs
- Study around work and family life

Discover why so many students choose online learning with Arden [here](#).



Your course modules have been designed to develop your knowledge and skills in modern business psychology. You'll cover the most up-to-date advances in topics such as workplace well-being, coaching and mentoring, psychological assessment, and the practical application of psychological interventions in the workplace - helping you graduate from the course with the confidence and competence to make a real impact in your future role.

Your academic staff have a wealth of experience in business and occupational psychology, including multiple awards and publications, consultancy work with major organisations, and strong industry connections, ensuring you gain the knowledge and skills employers need right now. Please see the following pages for a detailed overview of each course module.

Level 7 core modules

Psychological Assessment at Work (20 credits)

Laying down the foundations of the role psychological assessments play within workplace settings, this module will introduce theories of individual differences spanning personality and intelligence, as well as how these constructs are measured. Various types of psychological assessments will be discussed, including their reliability, validity, and real-world applications. It will also evaluate contemporary assessment issues, such as globalisation, digital testing, fairness, and diversity in the context of psychological assessments at work. You will learn to:

- **Critically evaluate theory and practice concerning the role of psychological assessments in workplace settings.**
- **Apply multiple perspectives to the psychological assessment of individuals within the workplace, recognising that psychological assessment involves a range of research methods, theories, and applications.**
- **Critically evaluate the theory and practice of assessing people for and/or in the workplace.**
- **Demonstrate considerations of ethics, fairness, and diversity in psychological assessments for and/or in the workplace.**

Learning, Training & Development (20 credits)

This module will develop your understanding of the theoretical approaches and practical applications of learning, training, and development in the workplace, and the applied nature of positive psychology across career settings. You will be introduced to a blend of traditional, contemporary, and critical approaches to individual, team, and organisational level learning, as well as how established interventions can be effectively applied across different 'real world' contexts. By the end of the module you will be able to:

- **Critically evaluate the core areas of learning, training, and development to assess their relevance in the understanding of the contemporary world.**
- **Identify the main theoretical perspectives and debates in learning, training, and development in their historical and contemporary contexts in a reflective way.**
- **Apply key concepts in learning, training, and development to a range of organisational issues.**
- **Identify information from a variety of sources to address questions regarding learning, training, and development.**

Coaching & Mentoring (20 credits)

Taking a holistic approach, this module will introduce traditional and contemporary approaches to coaching and mentoring within organisational settings. It will explore key concepts in the field, including the difference between coaching and mentoring, common models and approaches, and their potential impact on individual, team, and organisational levels. The module will also consider modern issues such as the role of face-to-face versus virtual coaching and mentoring, fairness and diversity. You will develop the skills to:

- **Critically evaluate the main theoretical perspectives and debates within coaching and mentoring in their historical and contemporary contexts.**
- **Reflect upon how coaching and mentoring research could be used to support enhanced learning, self-awareness, and interaction with others.**
- **Critically summarise how coaching and mentoring can support organisations in attaining strategic goals.**
- **Identify information from a variety of sources to address questions regarding coaching and mentoring.**

Leadership, Motivation & Engagement (20 credits)

This module will develop your understanding of leadership, motivation, and engagement from historical and contemporary perspectives. It will explore employee motivation and engagement, psychological contract, intrinsic and extrinsic motivation, equity and fairness, and the impact of employee disengagement. You will be encouraged to reflect upon and critically debate issues of diversity, fairness, and representation in relation to leadership as well as explore interventions that promote enhanced inclusivity, particularly at senior leader levels. You will also learn to:

- **Critically review leadership, motivation, and engagement research from an informed perspective.**
- **Discuss research and theory ethically from an international and cross-culturally informed perspective.**
- **Apply key concepts relating to leadership, motivation, and engagement within organisational settings.**
- **Critically distinguish between different research approaches within leadership, motivation, and engagement and consider their potential applications, based on relevant theoretical, philosophical, practical, statistical, or methodological reasoning.**

Health and Well-being at Work (20 credits)

This module will explore theoretical and practical factors relating to workplace well-being. You will be introduced to various perspectives in the field and encouraged to critically consider workplace demands and resources and their impact on work-related health and well-being, as well as contemporary issues such as the role of technology on work well-being. You will also develop the ability to analyse interventions for work-related well-being on the individual, group, and organisational level. The module will enhance your ability to:

- **Critically review work wellbeing research from an informed perspective.**
- **Critically evaluate the main theoretical perspectives of work-related wellbeing.**
- **Critically apply interventions that address work-related wellbeing.**
- **Critically reflect on the relevance of wellbeing at work in the contemporary world and how well-being interventions can support individual, group, and organisational performance.**

Work Design, Organisational Change and Development (20 credits)

To develop your critical appreciation of work design, organisational change, development, and culture, this module will explore workplace contexts ranging from historical organisational structures to emerging and future directions. The impact of enforced change will be investigated in terms of globalisation and the COVID-19 pandemic, alongside considerations of how to successfully manage transitions. Similarly, different styles of organisational culture will be explored, such as safety culture, blame culture, and psychological safety. You will gain skills to:

- **Critically evaluate theories and research in relation to work design, change and development.**
- **Appreciate the issue of workplace culture and its influence on employees.**
- **Evidence skills in applying theory to practical problems/ issues that are typical to organisations.**
- **Work within ethical guidelines with sensitivity and integrity.**

Core Research Methods (20 credits)

The aim of this module is to introduce you to the origins of psychology, its evolution into a scientific discipline, and emerging methods in the field. Through this, you will become equipped with an understanding of quantitative and qualitative methods in psychological research. The quantitative element will cover experimental design, ethical considerations, data collection, analysis, and interpretation using specialist software, and report writing (APA format). The qualitative element will then cover interviewing and discourse analysis. You will learn to:

- **Apply key concepts in psychology to a range of psychological issues.**
- **Critically evaluate different methodological approaches to the study of psychological concepts.**
- **Report a mini research project at a postgraduate level with a reflective understanding of ethical issues in human participation in research.**
- **Demonstrate an understanding of how to plan and execute research to a professional and ethical standard, act autonomously, and demonstrate originality.**

Business Psychology Research Project (40 credits)

Your final module will provide you with the opportunity to apply the knowledge and skills you have gained throughout the course by designing, implementing, analysing, and interpreting an empirical piece of research/work-based applied project on a key psychological issue relating to business psychology. This is a chance for you to consider issues related to the prospective career you wish to pursue, providing you with transferable skills for your future. Your learning outcome at the end of the module will include the ability to:

- **Conduct an extensive empirical piece of psychological research and analyse and interpret findings.**
- **Demonstrate a clear understanding of the ethical considerations involved in empirical research design in psychology.**
- **Critically evaluate published research in the discipline area to acquire comprehensive knowledge and understanding within a psychological discipline.**
- **Critically evaluate research findings, including theoretical, methodological, and ethical issues in relation to psychological theory and research.**

**Professor Brian Smith**

Deputy Provost of the Faculty of Social Sciences and Technology

The Faculty of Social Sciences and Technology is currently overseen by Professor Brian Smith, Deputy Provost. Bringing more than three decades of experience, Brian has been awarded the prestigious Higher Education Academy National Teaching Fellow for excellence in developing inspiring and innovative new learning and teaching models in global higher education. This work was core to his PhD to understand learner behaviour and ontological needs in the classroom, blended and online learning. He carries a wealth of experience and has touched a variety of disciplines – including healthcare, psychology, technology, law and engineering, to name a few.

Why study with Arden University?

At Arden University we believe everyone, everywhere has the right to gain the life and career benefits that higher education can bring. We are dedicated to making the university experience convenient and accessible to ambitious and motivated individuals worldwide.

Our mission is to connect adult learners like you with higher education study opportunities that give you the tools you need to fulfil your career and life goals. We challenge conventional perceptions of degree study by providing flexible, vocational courses with timetables and learning options that fit around your life commitments.

As an education provider that is not constrained by bricks and mortar or traditions, we are able to offer courses that are innovative, affordable, and which help students and employers reap the benefits of contemporary training and skills development.

Arden is the university that comes to you, on your terms, helping you achieve the life and professional success you want.



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