

# LIBF

## BSc (Hons) Industrial and Organisational Psychology

Programme Specification



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## General Information

UCAS Code	Award	Programme Title	Expected Duration	Study Mode
N/A	BSc (Hons)	Industrial and organisational Psychology	3 years 4 years 6 years	Full-time Part-time 1 Part-time 2
		<b>Programme Code</b> UK-LIBF-BAIOP		
	<b>Exit Awards</b>	<ul style="list-style-type: none"> <li>• BSc (non-Hons)</li> <li>• Diploma of Higher Education</li> <li>• Certificate of Higher Education</li> </ul>		

Credit Count	<b>360 FHEQ credits</b>
Awarding Institution	The London Institute of Banking & Finance
Teaching Institution	The London Institute of Banking & Finance
Delivery Modes	<ul style="list-style-type: none"> <li>• Face-to-face</li> <li>• On-Campus</li> <li>• Online – Synchronous</li> <li>• Online – Asynchronous</li> </ul>

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<b>Record of modifications</b>			

# Programme Overview

## Programme Summary

The BSc (Hons) Industrial and Organisational Psychology programme provides you with a foundational understanding of the key principles and theories in the field. It serves as an introduction to the scientific study of human behaviour in organisational settings and workplaces. The programme covers a broad range of topics, including personnel psychology, organisational behaviour and human factors psychology.

Upon completing the programme, you will have achieved a well-rounded understanding of key principles in organisational and industrial psychology. You will have gained insights into the dynamics of organisations, learning how to analyse and interpret factors influencing employee behaviour and overall organisational effectiveness. Additionally, you will acquire research skills, enabling you to critically evaluate psychological phenomena in the workplace. This programme serves as a valuable stepping stone for graduates, preparing them for positions in related fields or providing the groundwork for further academic or professional development in the discipline.

## Programme Aims

The BSc (Hons) Industrial and Organisational Psychology programme aims to

- provide you with an understanding of the principles, theories and applications of industrial and organisational psychology, enabling you to comprehend and interpret human behaviour in the workplace;
- equip you with the necessary skills to apply psychological theories and methodologies to address challenges in business and organisational settings, such as personnel selection, performance management and organisational development;
- develop your critical thinking, analytical and problem-solving skills, enabling you to assess organisational issues and implement effective psychological interventions;
- nurture your competencies in empirical research, statistics and scientific methodology, facilitating your ability to conduct rigorous research and data analysis in organisational settings; and
- encourage you to engage in lifelong learning and continuous professional development, enabling you to adapt to evolving theories and practices in the field of industrial and organisational psychology.

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## Employability & Graduate Outcomes

Graduates of this programme are likely to pursue careers in a number of areas in the business sector and psychology field, including human resources, organisational development, management consulting, career counselling and consumer behaviour analysis. This programme of study supports graduates in developing the following employability skills:

- analytical skills
- problem-solving skills
- interpersonal skills
- ethical and cultural awareness
- research skills
- decision-making skills

## Intended Learning Outcomes of the Programme

This programme has been developed in accordance with the QAA Subject Benchmark Statement for Bachelor's Degrees in Psychology (2023).

Please note: The programme's intended learning outcomes below are described at the Bachelor with Honours level (Level 6).

On successful completion of this programme, you will be expected to:

- L01** Demonstrate a critical understanding of different theoretical and methodological approaches in business and psychology.
- L02** Demonstrate a systematic understanding of how business and psychology interact.
- L03** Apply an empirical, analytical and ethical approach for guiding their own behaviour in the field of business psychology.
- L04** Employ critical and creative business psychological thinking to identify previously unseen problems within a business setting.
- L05** Analyse problematic factors to devise innovative solutions using theories from psychology, business and statistics.

- L06** Analyse human behaviour in various situations considering relevant theories, communication techniques and both manifest and latent factors.
- L07** Apply scientific approaches systematically and efficiently in a professional context by employing effective data collection methods and applying relevant theoretical frameworks.
- L08** Communicate efficiently in diverse business settings, including leadership, coaching and conflict resolution.
- L09** Apply the ethical and professional standards within relevant fields, prioritising the well-being of individuals.
- L010** Independently conduct research and analyse data, encompassing the formulation of research questions, data collection methods and the interpretation of findings.

## The Structure of the Programme

The BSc (Hons) Industrial and Organisational Psychology programme is offered as a 3-year full-time programme or in part-time mode over a 4 or 6-year period.

The programme is divided into modules which include both compulsory and elective modules with a weighting of 15 credits each and a thesis with a weighting of 30 credits. All modules in the programme are assigned to one of three levels (L4/L5/L6) which reflect the depth of learning required in the relevant level and year of study.

To achieve a full-honours award, you need to complete modules with a combined weight of 360 credits, including the final thesis.

Table 1: Structure of the Programme

FT	PT 1	PT 2	Module Code	Module Name	Level	Credit	Compulsory/ Elective
Semester 1	Semester 1	Semester 1	LIBFEXDLBSAPSY-01_E	Psychology	4	15	C
			LIBFEXDLBBAB_E	Business 101	4	15	C
	Semester 2	Semester 2	LIBFEXDLBWPAOPS_E	Introduction to Industrial and Organizational Psychology	4	15	C
			LIBFOARPDLBWPPUB1_E	Personnel Psychology	4	15	C
Semester 2	Semester 3	Semester 3	LIBFOARPDLBCSCW	Collaborative Work	4	15	C
			LIBFEXDLBWPPDPS_E	Personality and Differential Psychology	4	15	C
	Semester 3	Semester 4	LIBFEXDLBPSEEW_P_E	Introduction to Empirical Scientific Psychology	4	15	C
			LIBFEXDLBPSPSI_E	Social Interaction Psychology	4	15	C
Semester 3	Semester 4	Semester 5	LIBFAWDLBCSIW	Introduction to Academic Work	5	15	C
			LIBFWACSDLBCSIDM	Intercultural and Ethical Decision-Making	5	15	C
	Semester 4	Semester 6	LIBFAWDLBSTA-01_E	Statistics	5	15	C
			LIBFOPRRPDLBMKV_E	Consumer Behavior	5	15	C
Semester 4	Semester 5	Semester 7	LIBFOPRRPDLBKSPUE_E	Psychology of Persuasion	5	15	C
			LIBFWAPRDLBWPPWPP_E	Project: Industrial and Organizational	5	15	C

				Psychology in Practice			
		Semester 8	Elective from Group A			15	E
	Elective from Group A			15	E		
	Semester 5	Semester 6	Semester 9	LIBFWAWADLBWPLS_E	Leadership 4.0	6	15
LIBFWAREDLBWPATWP_E				Current Topics in Industrial and Organizational Psychology	6	15	C
Semester 7		Semester 10	Elective from Group B			15	E
			Elective from Group B			15	E
Semester 6	Semester 8	Semester 11	Elective from Group C			15	E
			Elective from Group C			15	E
	Semester 12	LIBFBTDLBBT	Bachelor Thesis	6	30	C	

Table 2: List of Electives

Module Code	Module Name	Level	Credit	Subject Area*
Electives A				
LIBFEXDLBBAEI_E	Entrepreneurship and Innovation	4	15	n/a
LIBFWACSDLBWPOCM1_E	Organizational Development	5	15	n/a



LIBFOPRRPDLBWPPDBM_E	Project: Digital Business Models	5	15	n/a
LIBFAWDLBDBCM_E	Change Management	5	15	n/a
LIBFOARPDLBBAPM_E	Principles of Management	4	15	n/a
LIBFOPRRPDLBWPIPS_E	Intercultural Psychology	5	15	n/a
LIBFIRPFSINTER1	Internship I <sup>1</sup>	5	15	n/a
LIBFIRPFSINTER2	Internship II <sup>1</sup>	5	15	n/a
<b>Electives B</b>				
LIBFWAWADLBNWENW_E	Introduction to New Work	6	15	HR
LIBFWAWADLBBWOB_E	Organizational Behavior	6	15	HR
LIBFWAWADLBDSEAS1	Applied Sales I	6	15	S&M
LIBFWAWADLBDSEAS2	Applies Sales II	6	15	S&M
LIBFWAREDLBMAWEPS_E	Advertising Psychology	6	15	CP
LIBFWAREDLBIOPEMAA2	Digital Methods in Market Research	6	15	CP
LIBFWAREDLBPRWCCPR1_E	Corporate Communication	6	15	C&D
LIBFWAPRDLBPRWCCPR2_E	Project: Corporate Communication	6	15	C&D
<b>Electives C</b>				
LIBFWAWADHR	Digital HR	6	15	HR
LIBFWACSDLBINTIHR_E	International HR Management	5	15	HR
LIBFWAWADLBMSM1-01_E	Online Marketing	6	15	S&M
LIBFWAWADLBMSM2-01_E	Social Media Marketing	6	15	S&M

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<sup>1</sup> Check eligibility before booking module.

LIBFWAWADLBWPDMKP1_E	Digital Consumer Psychology	6	15	CP
LIBFWAPRDLBWPDMKP2_E	Project: Digital Methods in Market Research	6	15	CP
LIBFPDLBPGWPE1_E	Applied Employee Development	6	15	C&D
LIBFPDLBPGWPE2_E	Seminar: Systematic Approaches to Employee Development	6	15	C&D

\*

HR = Human Resources	S&M = Sales & Marketing
CP = Consumer Psychology	C&D = Communication and Development

## Teaching, Learning & Assessment

Information about teaching, learning and assessment can be found in the Teaching, Learning and Assessment Strategy.

Our programmes are designed to:

- integrate theory with practice,
- develop your ability to critique and challenge models and theoretical frameworks,
- stimulate debate, discussion and research,
- foster a variety of academic skills,
- be accessible and inclusive, and
- develop global citizens.

You are expected to undertake a considerable amount of independent study, including reading, industry-related research and personal reflection.

## Teaching Formats

The programme is designed to be offered in various teaching formats, for example online or via on-campus learning. The currently available delivery methods for this programme can be found on its dedicated page on the LIBF website.

You will have access to both asynchronous and synchronous teaching formats.

Via the Course Feed in the virtual learning environment, myCampus, you will be able to contact the module tutor in a flexible and accessible way.

This is also where Intensive Live Sessions are conducted synchronously with video-based elements. They serve to answer students' individual questions as well as to allow for group discussions.

Additionally, Learning Sprints<sup>2</sup> will offer a seven-week intense learning experience in which the lecturers guide students through the learning material in a very structured manner, with the goal of successfully preparing them to take the final assessment at the end. During this time, frequent synchronous online meetings are held, offering keynote speeches and interactive tasks.

Both the Intensive Live Sessions and Learning Sprints are recorded to further assist asynchronous learning.

In the on-campus format, teaching and learning combines online and in-person learning in a *flipped* classroom concept. Traditional classroom activities like lectures are conducted online via the learning platform, while in-class time is used for interactive work. On-campus elements like study groups and library study time complement this approach.

## Learning Resources

You will have access to a wide range of resources, which may include the following:

- myCampus: This Moodle-based central information and digital learning platform is organised based on programmes and modules. On the respective module pages in myCampus, you can access all study materials (e.g., course books (i.e., text books), reading lists, practice exams and video galleries) as well as the links to all related resources and databases (e.g., MS Teams, links to the library for further reading, contact details of lecturers, links to the booking tool for online exams and the Turnitin submissions page). In the on-campus model you have

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<sup>2</sup> Offered only when the minimum number of participants is reached.

access to the same learning platform, with slight adaptations made to accommodate, for example, differences in study sequence.

- Learnhub App: You can access your learning materials in a digital app and have all your notes and highlights synchronised. The app supports different learning formats, such as reading and annotating course books, using different colour codes, assessing knowledge with interactive self-tests or watching the latest videos of the current module.
- Our comprehensive online library is aligned with the study content and kept up to date. Compulsory and further reading is mentioned in the course and module descriptions available for the students and aims to provide them with unlimited access.

## Assessment & Feedback

Regulations relating to progression and assessment, including information on late submissions, are as set out in The London Institute of Banking & Finance's General and Academic Regulations for Students.

Assessment strategies follow The London Institute of Banking & Finance's Higher Education Accessible and Inclusive Learning Policy.

Assessment consists of both formative and summative approaches, and feedback and feedforward are provided as outlined in the London Institute of Banking & Finance's Higher Education Assessing Learning & Feedback Policy. The different types of assessment used by the London Institute of Banking & Finance are described in the Higher Education Types of Summative Assessment Guidance.

Module assessment methods are included in Module Handbooks which are made available in myCampus.

## Credit and Award

### Credit Framework

The BSc (Hons) Industrial and Organisational Psychology programme is made up of 360 FHEQ credits. One credit approximates to 10 student effort hours; therefore, the total course requires an average of 3,600 hours of effort. Typically, one ECTS credit is the equivalent to two UK credits, although this may vary depending on the individual European state's requirements.

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## Award

On successful completion of the full programme, you will be awarded the

Bachelor's Honours Degree      360 credits, of which at least 90 credits must be at Level 6 and 30 credits must be obtained through the Bachelor Thesis

## Regulations

The London Institute of Banking & Finance's General and Academic Regulations for Students detail

- regulations governing the award of credit,
- how grades for awards are granted,
- time limits for completion of programmes of study,
- capping of marks and regulations relating to the resitting of assessment components,
- academic misconduct (e.g., malpractice), and
- accreditation of prior learning (APL).

## Exit Awards

In line with The London Institute of Banking & Finance's General and Academic Regulations for Students, the following applies:

Bachelor's Degree (non-Honours)	minimum of 300 credits, of which at least 60 credits must be at Level 6
Diploma of Higher Education	minimum of 240 credits, of which at least 90 credits must be at Level 5
Certificate of Higher Education	minimum of 120 credits, of which at least 90 credits must be at Level 4

Note: The London Institute of Banking & Finance does not award interim qualifications. For example, a student registered for the bachelor's degree will not automatically be awarded a Diploma or Certificate of Higher Education on completion of the required number of credits.

## Professional Recognition

Credits gained via accreditation of prior learning (APL) into our awards may mean that students will not get certain exemptions from other institutions' higher education or professional awards that may recognise our programmes.

## Criteria for Admission

All applications will be considered holistically and offers will be based on qualifications, subjects studied, any relevant work experience and personal statements demonstrating a desire to work in the relevant industry.

Students must be able to satisfy the general admissions criteria of The London Institute of Banking & Finance. Entry requirements for all proposed undergraduate programmes are:

- 2 A Levels, and
- GCSE Maths 4 (C in old grading system) or above, and
- GCSE English 4 (C in old grading system) or above, and
- English language competence equivalent to IELTS 6.0 with no less than 5.5 in any element. An online English test is offered (SPEEX) if IELTS not available.

Overseas qualifications may be accepted and will be subject to evidence of equivalency normally verified through ECCTIS (UK ENIC).

If applicants do not satisfy these criteria, they can communicate with the LIBF Admissions Team and discuss entry requirements.

Suitable work experience may be accepted as an alternative on an individual basis.

Mature students who do not meet the entry criteria may be eligible to enrol under the LIBF mature student process. Applicants should contact a member of the Admissions Team if they do not meet the criteria.

## Benchmarks

### External

- QAA UK Quality Code, including:
  - Subject Benchmark Statement for Psychology (2023)
  - Level 6 descriptors in the Framework for Higher Education Qualifications in England, Wales and Northern Ireland
  - Higher Education Credit Framework for England

### Internal

- The London Institute of Banking & Finance Code of Practice
- The London Institute of Banking & Finance General and Academic Regulations for Students

In addition, research with the relevant sector has been undertaken to ensure that the learning outcomes of the programme address identified skills and knowledge gaps.

## Links

[Teaching, Learning and Assessment Strategy](#)

[The London Institute of Banking & Finance's General and Academic Regulations for Students](#)

[The London Institute of Banking & Finance's Code of Practice for Quality Assurance, Chapter 3: Accreditation of Prior Learning \(APL\)](#)

[Accessible and Inclusive Learning Policy](#)

[Types of Summative Assessment](#)

[Higher Education Assessing Learning & Feedback Policy](#)

[Subject Benchmark Statement for Psychology](#)

[Framework for Higher Education Qualifications in England, Wales and Northern Ireland](#)

[Higher Education Credit Framework for England](#)





Elective from Group C												
Elective from Group C												
LIBFBTDLBBT	Bachelor Thesis	X	X	X		X	X	X		X	X	
This table shows the distribution of the programme's intended learning outcomes (as specified in the programme specification) across the programme modules.												

## Mapping of Teaching Formats and Types of Media Used in the Programme Modules

	Module Code	Module Name	Type of Assessment <sup>1</sup>	Teaching Formats <sup>2</sup>			Types of Media <sup>3</sup>				
				CF	ILSE	LS <sup>4</sup>	CB	OT	RB	V	PE
Year 1	LIBFEXDLBSAPSY-01_E	Psychology	EX	X	X	X	X	X		X	X
	LIBFEXDLBBAB_E	Business 101	EX	X	X	X	X	X		X	X
	LIBFEXDLBWPAOPS_E	Introduction to Industrial and Organizational Psychology	EX	X	X	X	X	X		X	X
	LIBFOARPDLBWPPUB1_E	Personnel Psychology	OARP	X	X	X	X	X		X	
	LIBFOARPDLBCSCW	Collaborative Work	OARP	X	X	X	X	X		X	
	LIBFEXDLBWPPDPS_E	Personality and Differential Psychology	EX	X	X	X	X	X		X	X
	LIBFEXDLBPSEEW_P_E	Introduction to Empirical Scientific Psychology	EX	X	X	X	X	X		X	X
	LIBFEXDLBPSPSI_E	Social Interaction Psychology	EX	X	X	X	X	X		X	X
	LIBFAWDLBCSIAW	Introduction to Academic Work	AW	X	X	X	X	X		X	
	LIBFWACSDLBCSIDM	Intercultural and Ethical Decision-Making	WACS	X	X	X	X	X		X	
Year 2	LIBFAWDLBSTA-01_E	Statistics	AW	X	X	X	X	X		X	
	LIBFOPRRPDLBMKV_E	Consumer Behavior	OPRRP	X	X	X					
	LIBFOPRRPDLBKPS_PUE_E	Psychology of Persuasion	OPRRP	X	X	X					
	LIBFWAPRDLBWPPWPP_E	Project: Industrial and Organizational Psychology in Practice	WAPR	X	X	X					
	Elective from Group A										
	Elective from Group A										
Year 3	LIBFWAWADLBWPLS_E	Leadership 4.0	WAWA	X	X	X	X	X		X	
	LIBFWAREDLBWPATWP_E	Current Topics in Industrial and Organizational Psychology	WARE	X	X	X					
	Elective from Group B										
	Elective from Group B										
	Elective from Group C										
	Elective from Group C										
	LIBFBTDLBBT	Bachelor Thesis	BT								

This table shows the distribution of teaching formats and types of media used in the programme modules.

<sup>1</sup>EX = Exam, WAWA = Written assignment, WACS = Case study, WARE = Research essay, WAPR = Project report, P = Portfolio, AW = Advanced Workbook, OARP = Oral Assignment + Reflection Paper, OPRRP = Oral Project Report + Reflection Paper, IRP = Internship Reflection Paper, BT/MT = Bachelor / Master Thesis

<sup>2</sup>CF = Course Feed, ILSE = Intensive Live Sessions, LS = Learning Sprints

<sup>3</sup>CB = Course Book, OT = Online Tests, RB = Review Book, V = Videos, PE = Practice Exams

<sup>4</sup>Offered only when the minimum number of participants is reached.