

# LIBF

## MSc Industrial and Organisational Psychology

Programme Specification



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## General Information

| UCAS Code | Award              | Programme Title  | Expected Duration              | Study Mode                              |
|-----------|--------------------|--|--------------------------------|---|
| N/A       | MSc                | Industrial and Organisational Psychology   | 1 year<br>1.5 years<br>2 years | Full-time<br>Part-time 1<br>Part-time 2 |
|           |                    | <b>Programme Code</b><br>UK-LIBF-MAIOP   |                                |   |
|           | <b>Exit Awards</b> | <ul style="list-style-type: none"> <li>• Postgraduate Diploma</li> <li>• Postgraduate Certificate</li> </ul> |                                |   |

|                      |  |
|----------------------|--|
| Credit Count         | <b>180 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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# Programme Overview

## Programme Summary

The MSc Industrial and Organisational Psychology programme provides a comprehensive overview of key concepts and theories in the field. You will gain a deep understanding of how psychological principles can be applied to enhance organisational effectiveness, employee well-being and overall workplace dynamics. The curriculum covers topics such as organisational behaviour, media psychology, conversation and strategic management, leadership and business ethics. Through a variety of teaching and assessment techniques, you will develop the skills needed to address real-world challenges in organisational settings. The programme emphasises research methodologies, allowing you to engage in empirical studies and contribute to the advancement of knowledge in the field.

In addition to the core modules, the programme offers a range of elective modules, such as Managing People and Organizations, International Consumer Behavior and Employer Branding and Recruiting. These electives allow you to delve deeper into specific areas of interest and align the programme with your career goals.

Upon completion of the programme, graduates are well-equipped to pursue careers in human resources, organisational development, talent management and other areas where a strong understanding of organisational and industrial psychology is essential.

## Programme Aims

The MSc Industrial and Organisational Psychology programme aims to

- provide you with a comprehensive understanding of the theories, principles and practices used in industrial and organisational psychology;
- equip you with the skills to apply psychological principles and research methods to improve the quality of work life and to enhance productivity in the workplace;
- enhance your ability to critically analyse and evaluate current research, concepts and practices in industrial and organisational psychology, and to independently propose innovative solutions;
- develop your understanding of the ethical and societal considerations in industrial and organisational psychology to address these considerations in your professional practice; and

- encourage you to become a lifelong learner, committed to continuous personal and professional development, enabling you to stay current with evolving trends and theories in industrial and organisational psychology.

## 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 management, organisational development, leadership consulting and business ethics and corporate governance. This programme of study supports graduates in developing the following employability skills:

- analytical skills
- critical thinking skills
- communication skills
- leadership skills
- ethical awareness
- decision-making skills

## Intended Learning Outcomes of the Programme

Please note: The programme's intended learning outcomes below are described at Master's level (Level 7).

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

- L01** Demonstrate a critical understanding of key trends, theories and concepts in business psychology informed by the literature at the forefront of academic research.
- L02** Apply advanced analytical skills and theoretical frameworks to foster both organisational and personal development.
- L03** Apply an evidence-based approach for assessing, advising, training and developing human capital in business settings, especially in the context of organisational changes.
- L04** Critically apply psychological and business knowledge to analyse and build effective relationships in a professional environment with customers and clients.

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- L05** Employ advanced critical and creative thinking skills to rigorously analyse and solve problems in the core intersections of psychology and business.
- L06** Critically apply the skills and knowledge in the field of business psychology to complex issues in a professional setting.
- L07** Develop the proficiency to make empirically-driven decisions that are both theoretically justified and ethically sound, ensuring that decisions benefit both individuals and the broader business context.
- L08** Design, conduct and analyse an extended independent piece of research or psychology-related project from inception to completion in the absence of complete data and communicate conclusions and recommendations appropriate to both a specialist and non-specialist audience.

## The Structure of the Programme

The MSc Industrial and Organisational Psychology programme is offered as a 1-year full-time programme or in part-time mode over a 1.5 or 2-year period.

The programme is divided into modules which include both compulsory and elective modules weighing 15 credits each and a thesis weighing 45 credits. All modules in the programme are assigned to Level 7.

To achieve the full Master's award, students need to complete modules with a combined weight of 180 credits, including the final thesis.

Table 1: Structure of the Programme

| FT         | PT 1       | PT 2       | Module Code        | Module Name                              | Credit | Compulsory/<br>Elective |
|------------|------------|------------|--------------------|--|--------|-------------------------|
| Semester 1 | Semester 1 | Semester 1 | LIBFEXDLMWPAOP_E   | Industrial and Organizational Psychology | 15     | C                       |
|            |            |            | LIBFEXDLMWPMKP_E   | Psychology in Media and Communications   | 15     | C                       |
|            |            |            | LIBFWAWADLMARM-01  | Advanced Research Methods                | 15     | C                       |
|            |            | Se<br>me   | LIBFOARPDLMWPGUK_E | Conversation Management and              | 15     | C                       |

|            |            |                     |   |               |    |   |
|------------|------------|---------------------|---|---------------|----|---|
| Semester 2 | Semester 2 |                     | Communication Techniques  |               |    |   |
|            |            | LIBFWACSDLMBLSE-02  | Leadership  | 15            | C  |   |
|            |            | LIBFWAWADLMBAEBECG  | Business Ethics and Corporate Governance                            | 15            | C  |   |
|            | Semester 3 | LIBFEXDLMBSME       | Strategic Management  | 15            | C  |   |
|            |            | LIBFWAREDLMWPATWP_E | Seminar: Current Topics in Industrial and Organizational Psychology | 15            | C  |   |
|            |            | Elective            |   | 15            | E  |   |
|            | Semester 3 | Semester 4          | LIBFMTDLMMTHES  | Master Thesis | 45 | C |

Table 2: List of Electives

| Module Code       | Module Name                                | Credit | Subject Area |
|-------------------|--|--------|--------------|
| LIBFWAREDLMMSGMPO | Seminar: Managing People and Organizations | 15     | n/a          |
| LIBFWACSDLMBIE-01 | Innovation and Entrepreneurship            | 15     | n/a          |
| LIBFEXDLMWPKP_E   | Concepts in Psychology                     | 15     | n/a          |
| LIBFEXDLMBCBR1    | International Consumer Behavior            | 15     | n/a          |
| LIBFEXDLMEBR_E    | Employer Branding and Recruiting           | 15     | n/a          |
| LIBFIRPFSINTER    | Internship <sup>1</sup>                    | 15     | n/a          |

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

## 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

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



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 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 MSc Industrial and Organisational Psychology programme is made up of 180 FHEQ credits. One credit approximates to 10 student effort hours; therefore, the total course requires an average of 1,800 hours effort. Typically, one ECTS credit is the equivalent to two UK credits, although this may vary depending on the individual European state's requirements.

### Award

On successful completion of the full programme, you will be awarded the MSc Industrial and Organisational Psychology.

### 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:

|                                   |   |
|-----------------------------------|---|
| Postgraduate Certificate (PgCert) | minimum of 60 credits, of which at least 40 credits must be at Level 7  |
| Postgraduate Diploma (PgDip)      | minimum of 120 credits, of which at least 90 credits must be at Level 7 |

Note: The London Institute of Banking & Finance does not award interim qualifications. For example, a student registered for the master’s degree will not automatically be awarded a Postgraduate Diploma or Certificate 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

Normally, successful applicants will possess a 2.2 Honours degree (or equivalent) from a recognised institution.

Applicants not possessing this requirement may be considered if they can demonstrate their ability to achieve at this level and contribute to the debates, discussions and work of the learning set. In this case, applicants may be interviewed and / or required to submit a piece of written work in addition to their application to enable an assessment to be made of their suitability for the programme.

Applicants for whom English is not their first language would be expected to demonstrate their competence through achieving an IELTS score of 6.5 or above with no element below 6.0 (or equivalent). An online English test is offered (SPEEX) if IELTS

not available. Alternatively, evidence you have previously studied in English at an appropriate level and at a recognised institution, may be accepted.

## Benchmarks

### External

- QAA UK Quality Code, including:
  - Level 7 descriptors in the Framework for Higher Education Qualifications in England, Wales and Northern Ireland
  - Master's degree characteristics
  - The Frameworks for Higher Education Qualifications of UK Degree Awarding Bodies (FHEQ)

### 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](#)

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[Framework for Higher Education Qualifications in England, Wales and Northern Ireland](#)  
[Characteristics Statement: Master's Degree](#)  
[Higher Education Credit Framework for England](#)

## Curriculum Map of Modules Against Intended Learning Outcomes of the Programme

| Module Code         | Module Name   | Compulsory / Elective | Intended Learning Outcomes of the Programme |     |     |     |     |     |     |     |   |
|---------------------|---|-----------------------|---|-----|-----|-----|-----|-----|-----|-----|---|
|                     |   |                       | L01   | L02 | L03 | L04 | L05 | L06 | L07 | L08 |   |
| LIBFEXDLMWPAOP_E    | Industrial and Organizational Psychology                            | C                     | X   |     |     |     |     | X   |     |     |   |
| LIBFEXDLMWPMKP_E    | Psychology in Media and Communications                              | C                     | X   | X   |     |     | X   | X   |     |     |   |
| LIBFWAWADLMARM-01   | Advanced Research Methods   | C                     |   |     |     |     |     |     |     | X   | X |
| LIBFOARPDLMWPGUK_E  | Conversation Management and Communication Techniques                | C                     |   |     |     |     | X   | X   |     |     |   |
| LIBFWACSDLMBLSE-02  | Leadership  | C                     |   |     | X   |     |     | X   |     |     |   |
| LIBFWAWADLMBAEBCG   | Business Ethics and Corporate Governance                            | C                     |   |     |     |     |     |     |     | X   |   |
| LIBFEXDLMBSME       | Strategic Management  | C                     |   |     |     |     |     | X   |     |     |   |
| LIBFWAREDLMWPATWP_E | Seminar: Current Topics in Industrial and Organizational Psychology | C                     | X   | X   |     |     |     | X   | X   |     |   |
| LIBFWAREDLMMGSMPO   | Seminar: Managing People and Organizations                          | E                     |   | X   | X   | X   |     | X   |     |     |   |
| LIBFWACSDLMBIE-01   | Innovation and Entrepreneurship                                     | E                     | X   |     |     |     |     | X   |     |     |   |
| LIBFEXDLMWPWKP_E    | Concepts in Psychology  | E                     | X   |     |     |     |     | X   |     |     |   |
| LIBFEXDLMBCBR1      | International Consumer Behavior                                     | E                     | X   |     |     |     |     | X   |     |     |   |
| LIBFEXDLMEBR_E      | Employer Branding and Recruiting                                    | E                     |   |     | X   | X   |     | X   |     |     |   |
| LIBFIRPFSINTER      | Internship  | E                     |   |     |     | X   |     |     | X   |     |   |
| LIBFMTMMTHES        | Master Thesis   | C                     | 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   | Compulsory / Elective | 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 |   |
| LIBFEXDLMWPAOP_E    | Industrial and Organizational Psychology                            | C                     | EX                              | X                             | X    | X               | X                           | X  |    |   | X  | X |
| LIBFEXDLMWPMKP_E    | Psychology in Media and Communications                              | C                     | EX                              | X                             | X    | X               | X                           | X  |    |   | X  | X |
| LIBFWAWADLMARM-01   | Advanced Research Methods   | C                     | WAWA                            | X                             | X    | X               | X                           | X  |    |   | X  |   |
| LIBFOARPDLMWPGUK_E  | Conversation Management and Communication Techniques                | C                     | OARP                            | X                             | X    | X               | X                           | X  |    |   | X  |   |
| LIBFWACSDLMBLSE-02  | Leadership  | C                     | WACS                            | X                             | X    | X               | X                           | X  |    |   | X  |   |
| LIBFWAWADLMBAEBECEG | Business Ethics and Corporate Governance                            | C                     | WAWA                            | X                             | X    | X               | X                           | X  |    |   | X  |   |
| LIBFEXDLMBSME       | Strategic Management  | C                     | EX                              | X                             | X    | X               | X                           | X  |    |   | X  | X |
| LIBFWAREDLMWPATWP_E | Seminar: Current Topics in Industrial and Organizational Psychology | C                     | WARE                            | X                             | X    | X               |                             |    |    |   |    |   |
| LIBFWAREDLMMGSMPO   | Seminar: Managing People and Organizations                          | E                     | WARE                            | X                             | X    | X               |                             |    |    |   |    |   |
| LIBFWACSDLMBIE-01   | Innovation and Entrepreneurship                                     | E                     | WACS                            | X                             | X    | X               | X                           | X  |    |   | X  |   |
| LIBFEXDLMWPWKP_E    | Concepts in Psychology  | E                     | EX                              | X                             | X    | X               | X                           | X  |    |   | X  | X |
| LIBFEXDLMBCBR1      | International Consumer Behavior                                     | E                     | EX                              | X                             | X    | X               | X                           | X  |    |   | X  | X |
| LIBFEXDLMEBR_E      | Employer Branding and Recruiting                                    | E                     | EX                              | X                             | X    | X               | X                           | X  |    |   | X  | X |
| LIBFIRPFSINTER      | Internship  | E                     | IRP                             | X                             | X    | X               |                             |    |    |   |    |   |
| LIBFMTMMTHES        | Master Thesis   | C                     | MT                              |                               |      |                 |                             |    |    |   |    |   |

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.