School of Business, Management and Finance

MSc Managerial Psychology

PROGRAMME DOCUMENT

VERSION 1.0

CODE v1.0

October 2015

MSc Managerial Psychology
Full Time and Part Time

A. PROGRAMME INFORMATION

Business is a very human enterprise. Not only are innovative products and services a result of human ingenuity, but influencing human behavior is also key to every other part of a business' success. Businesses are required to have skill and compassionate individuals who possess both an understanding of human behavior, and the know-how to leverage it to workplace success. The MSc in Managerial Psychology integrates the latest psychological research and the student shall be motivated to resolve challenging managerial issues. The programme comprises of various qualitative and human aspects of management and human resources.

B. PROGRAMME AIMS

The programme aims at efficiently dealing with human capital issues which is instrumental in helping businesses/organisations become more effective and profitable, as well as improving employees' well-being and performance. The programme also aims at equipping students with psychological aspects of management knowledge and skills to operate effectively and efficiently as managers, business/management consultant, organizational advisor, and business psychologist, coaching program administrator employee selection and placement administrator, organizational consultant, training and development manager, college instructor, management consultant, middle manager, program development manager.

C. PROGRAMME OBJECTIVES

The MSc programme aims and objectives are to:

- Provide all students with a wide range of skills, methods and theories concerning key applications of psychological principles and concepts to organisations and businesses today.
- Emphasize on behavior of individuals in businesses and organisations to determine how to improve performance and productivity.
- Explore various areas of human resources including selection, training, retention and succession planning, talent and knowledge management.

- Utilize research methods and psychometrics tests and measures to facilitate research, interpret and evaluate research data at the workplace.
- Better understand the psychological perspectives of creativity, innovation and change.
- Build resilient leadership, supporting diverse cultures, and managing organizational change effectively.
- Help managers understand fundamental concepts of human behavior at work including individual differences, personality, motivational aspirations, perception, etc.
- Effectively manage people at work under stressful situations.

PART I

REGULATIONS

D. GENERAL ENTRY REQUIREMENTS

As per UTM'S Admission Regulations, and 'Admission to Programmes of Study at Master's Degree Level'

E. PROGRAMME REQUIREMENTS

Admission decisions will be made by the School of Business Management and Finance on a case to case basis.

Candidates must either be:

Graduates of a recognised university or other institutions of higher education with an honours degree in the field of Social Sciences, Business Management, Business Administration, Human Resources.

Or

A recognized Diploma in the relevant field with at least 5 years of work experience

Or

An approved professional qualification recognized as being equivalent to an honours degree

Or

Other honours graduates or holders of an equivalent qualification may be admitted if they produce evidence which satisfies the School Board of their competence to pursue the programme;

Or

Other qualifications and/or experience which demonstrate that a candidate possesses appropriate knowledge and skills at standard acceptable by the Academic Council.

Overseas Candidates

Overseas candidates whose first language is not English and who do not hold a degree or equivalent professional qualification taught in English will be required to produce evidence of their competence in English.

F. PROGRAMME MODE DURATION

Full Time: 1 year, comprising **2** Semesters

Part Time: **2** years, comprising **4** Semesters

G.TEACHING AND LEARNING STRATEGIES

The programme will employ a wide variety of teaching methods, including lectures, individual or group projects, presentations, workshops, case studies, field visits and talks by guest speakers. Self-learning will be the key feature of the programme, enabling students to explore, investigate and research into the various topics, interact with practitioners, and work in teams on projects. Students would also benefit from the experiences of industrial practitioners through workshops, seminars, etc, where they would be exposed to applied aspects of Psychology in Organisations.

H. STUDENT SUPPORT AND GUIDANCE

In addition to traditional lectures, group tutorials or individual tutorials may be arranged for students.

I. ATTENDANCE REQUIREMENTS

As per UTM's Regulations and Policy

J. CREDITSYSTEM

1 module = 3 or 4 credits as indicated in programme document (Each 3 or 4 credit module is taught over 13 weeks or equivalent block teaching)

Applied Project / Dissertation = 9credits

Post-Graduate Certificate: 18-21 credits

Post-Graduate Diploma (in area of registration): 30-33 credits

Master: 43 credits (inclusive of applied project/dissertation)

K. STUDENT PROGRESS AND ASSESSMENT

- Written examination shall be of duration of 3 hours for modules except where the paper is assessed by 100% Coursework.
- All modules are normally assessed over 100 marks, except for project/dissertation which will carry 300 marks.
- The overall pass mark for a module shall be 40%.
- All modules must be passed in the examinations, coursework and other forms of assessment (unless assessed 100% by coursework).
- The modules assessed by exams will be assessed as follows: (unless otherwise specified):
  - written examinations contributing to 70% of the total marks
  - Continuous assessment carrying 30% of total marks. Continuous assessment can be based on seminars and/or assignments or class tests.
- Where a module is assessed by both, coursework and exams, a minimum of 40% should be attained in
  - a) Coursework, and
  - b) Examination

Grading

Postgraduate		
Overall Marks	*Grade*	*Remarks*
70≤X≤100	A	Excellent
60≤X<70	B	Very Good
50≤X<60	C	Good
40≤X<50	D	Satisfactory
X<40	F	Referred

L. EVALUATION OF PERFORMANCE

All modules carry equal weight, except for dissertation which counts for the equivalent of 4-5 modules. The percentage mark contributes a 100% weighting towards the degree classification.

Note: APPLIED PROJECT/DISSERTATION

Candidates should compulsorily submit an applied project/dissertation related to psychological issues at work/in business at the end of the final semester of the programme. The scope of the research will be assessed and approved through a project proposal that will be due after completion of Business Research Methods module. The project will mainly involve real psychological problems related to human behavior at work or case studies involving psychological problems at work as approved by the post graduate dissertation committee. The project/dissertation should be around 15,000-20,000 words and may have to be defended in a viva-voce as may be decided by the Post-Graduate Dissertation Committee but for which no specific mark is allocated.

M. AWARD CLASSIFICATION

Overall weighted mark y(%)	Classification
$y \geq 70$	MSc with Distinction
$60 \leq y < 70$	MSc with Merit
$40 \leq y < 60$	MSc
$y < 40$ No Award	

N. PROGRAMME ORGANISATION AND MANAGEMENT

Programme Director and Coordinators:

Contact Details: School of Business, Management and Finance

1. Dr. Diroubinee Mauree-Narrainen	2. Nirmala Loung-Poorunder(Mrs)
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Part II – PROGRAMME STRUCTURE AND PLAN

MSc Managerial Psychology (Full-Time)

	Year 1 Semester 1		
Code	**Modules**	**Hrs/Wk L+T+DS**	**Credits**
PSYC5109	Business Psychology	2 + 1	3
PSYC5111	Psychology of Human Resources with an International Perspective	2 + 1	3
QUAN5413	Business Research Methods	2 + 1 + 1	4
PORT5001	Psychological Testing at work	2+1+1	4
PSYC 5112	Psychology of Leadership, Change & Organisational Development	2 + 1+1	4

	Year 1 Semester 2		
Code	**Modules**	**Hrs/Wk L+T+DS**	**Credits**
PSYC5113	Managerial Psychology	2 + 1 + 1	4
PSYC5114	Creativity, Innovation and Emotional Intelligence at Work	2 + 1 + 1	4
PSYC5115	Psychology of Training and Development	2 + 1 + 1	4
PSYC5116	Office Politics & Negotiation	2 + 1 + 1	4
DISS5000/ App 5000	Dissertation / Applied Project		9

Total credits: 43

MSc Managerial Psychology (Part-Time)

O. PROGRAMME STRUCTURE

	Year 1 Semester 1	Hrs/Wk L+T+DS	Credits
Code	**Modules**		
PSYC5109	Business Psychology	2 + 1	3
PSYC5111	Psychology of Human Resources with an International Perspective	2 + 1	3
PORT5001	Psychological Testing at work	2 + 1 +1	4

	Year 1 Semester 2	Hrs/Wk L+T+DS	Credits
Code	**Modules**		
PSYC 5112	Psychology of Leadership, Change & Organisational Development	2 + 1+ 1	4
PSYC5113	Managerial Psychology	2 + 1+1	4
PSYC5114	Creativity, Innovation and Emotional Intelligence at Work	2 + 1+1	4

	Year 2 Semester 1	Hrs/Wk L+T+DS	Credits
Code	**Modules**		
PSYC5115	Psychology of Training and Development	2+1+1	4
QUAN5413	Business Research Methods	2 + 1+1	4
DISS 5000	Dissertation / Applied Project		

	Year 2 Semester 2	Hrs/Wk L+T+DS	Credits
Code	**Modules**		
PSYC5116	Office Politics & Negotiation	2+1+1	4
DISS5000	Dissertation / Applied Project		9

Total credits: 43