



UNIVERSITY  
OF LONDON

# Programme Regulations 2025–2026

Organizational Psychology  
Human Resource  
Management

MSc  
Postgraduate Diploma  
Individual modules

**Important document – please read**  
This document contains important  
information that governs your  
registration, assessment and  
programme of study





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## Important information regarding the Programme Regulations

### About this document

Last revised: 07 March 2025

As a student registered with the University of London, you are governed by the current General Regulations and Programme Regulations associated with your programme of study.

These Programme Regulations are designed and developed by Birkbeck, University of London which is responsible for the academic direction of the programme. The regulations take account of any associated arrangements at Birkbeck. Programme Regulations, together with the Programme Handbook, will provide the detailed rules and guidance for your programme of study.

In addition to Programme Regulations, you will have to abide by the [General Regulations](#). These regulations apply to all students registered for a programme of study with the University of London and provide the rules governing registration and assessment on all programmes; they also indicate what you may expect on completion of your programme of study and how you may pursue a complaint, should that be necessary. Programme Regulations should be read in conjunction with the General Regulations.

The relevant General Regulations and the Programme Regulations relating to your registration with us are for the current year and not in the year in which you initially registered.

On all matters where the regulations are to be interpreted, or are silent, our decision will be final.

Further information about your programme of study is outlined in the Programme Specification which is available on the relevant [Courses page](#) of the website. The Programme Specification gives a broad overview of the structure and content of the programme as well as the learning outcomes students will achieve as they progress.

If you have a query about any of the programme information provided, please contact us. You should use the 'ask a question' button in the [student portal](#).

### Terminology

For the Organizational Psychology and Human Resource Management programmes, you should note the following terminology:

**Module:** Individual units of the programme are called modules. Each module is a self-contained, formally structured learning experience with a coherent and explicit set of learning outcomes and assessment criteria.

Throughout the Regulations, 'we' 'us' and 'our' mean the University of London; 'you' and 'your' mean the student, or where applicable, all students.

### **Significant changes made to the Programme Regulations 2025-2026**

- The *Leading and Developing People* [OPM230] module, which is solely available on the Human Resource Management (HRM) structure, was withdrawn to new registrations in 2024-25 and is available as a resit only, now in Term 2, for those that failed a retake or exam deferral. Those students must complete OPM230 before their maximum period of registration ends. Information has been updated to reflect this in Regulation 1.6 and 5.1.
- Regulation 4.1, previously noting that students will be asked to indicate alternative module choices, if module(s) do not run due to student numbers, has been updated to note that in exceptional circumstances, we may not run a module if we are unable to provide an appropriate learning or assessment experience.
- From the 2025-26 academic session, *Global Human Resource and Diversity Management* [OPM040], *Learning and Development* [OPM250], *Life Career Development* [OPM120], *Selection and Assessment* [OPM100] and *Organization and Change Perspectives* [OPM190] will be summatively assessed through a final two-hour unseen written examination, worth 90% of the overall mark, instead of a 3,000-word written essay. From the 2025-26 academic year, students registering on these modules for the first time will be assessed by a two-hour unseen written examination. Students who registered on these modules in 2024-25 or earlier, who are resitting, or sitting for the first time in 2025-26, will be entitled to take their assessment in the previous format (coursework), including any further retakes. However, if students from this group (i.e. those who registered on these modules in 2024-25 or earlier) choose to sit their assessment for the first time in 2026-27 or later, rather than in 2025-26, they will be required to take it in the new format (examination). This change is reflected in Regulation 5.1.
- Regulation 5.1 has been updated with additional details about assessment formats. The *Dissertation* [OPM610] may comprise of a live formative assessment, such as a slide show- or poster-based live presentation, in addition to the summative assessment of an 8,000 to 10,000-word dissertation.
- Regulation 4.2 has been updated to note that we may not accept requests to change a module to another, if made later than two weeks into the term, as your learning experience on the new module may be compromised.
- It is necessary to have passed the *Research Methods* [OPM400] and the *Research Proposal* [OPM410] modules before you can register for the *Dissertation* [OPM610] module. The requirement to have also passed OPM400, as well as OPM410, in order to register on OPM610 has been added to Regulations 5.5, 5.8, 5.15 and 7.2.
- Students are now advised to contact the module convenor, to inform them of any past conferencing participation that you wish to carry forward to contribute to your assessment when you re-register on a module (after deferral or to resit the module) at regulation 6.2 and 7.6.

## 1 Structure of the qualifications

### Qualifications

#### 1.1

The following named qualifications are offered under these regulations:

- Master of Science in Organizational Psychology (MSc)
- Master of Science in Human Resource Management (MSc)
- Postgraduate Diploma in Organizational Psychology (PGDip)
- Postgraduate Diploma in Human Resource Management (PGDip)
- Postgraduate Certificate in Organizational Psychology (PGCert) (exit qualification only)
- Postgraduate Certificate in Human Resource Management (PGCert) (exit qualification only)

### Qualification structures

#### 1.2

The **MSc** Organizational Psychology consists of:

- Eight 15-credit compulsory modules *plus*
- a compulsory Research Project comprised of two modules: Research Proposal (15 credits) and Dissertation (45 credits).

#### 1.3

The **MSc** Human Resource Management consists of:

- Eight 15-credit compulsory modules *plus*
- a compulsory Research Project comprised of two modules: Research Proposal (15 credits) and Dissertation (45 credits).

#### 1.4

The **PGDip** Organizational Psychology consists of:

- Eight 15-credit compulsory modules

#### 1.5

The **PGDip** Human Resource Management consists of:

- Eight 15-credit compulsory modules

See [Appendix A](#) for modules under each award.

#### 1.6

You should note the availability of the following modules:

#### Term 1 (September/October to December):

Research Methods [OPM400]

Employment Law (*formerly* Comparative Employment Relations) [OPM240] ◇

Professional Development and Learning [OPM210] ◇

Learning and Development [OPM250] Ω

Life Career Development [OPM120] Ω

**Term 2 (January to March):**

Human Resources in Organizations (*formerly* Human Resource Strategies) [OPM220] ◇

Global Human Resource and Diversity Management (*formerly* International Human Resource Management) [OPM040] ◇

Employee Relations and Motivation [OPM090] Ω

Organization and Change Perspectives (*formerly* Understanding Organizations and Change) [OPM190]

Work and Well-being [OPM140] Ω

Leading and Developing People [OPM230] ◇ (resit only)

**Term 3 (April to July):**

Leadership (*formerly* Leadership and Performance Management) [OPM200]

Selection and Assessment [OPM100]

**Running throughout the academic year**

The Research Project:

Research Proposal [OPM410]: Term 1 (submission January) Δ

Dissertation [OPM610]: Terms 2 and 3 (submission September) Δ

**Notes**

◇ Modules only available to students following MSc or PGDip Human Resource Management.

Ω Modules only available to students following MSc or PGDip Organizational Psychology.

Δ MSc students only.

See 'Learning, Teaching and Assessment Strategies' in the [Programme Specification](#) for further information about the terms and delivery of modules and the Programme Handbook, within the VLE, for precise term dates.

**1.7**

Tutor supported computer conferencing for each module will be conducted in nine-week blocks at specified times during the year as indicated on the Virtual Learning Environment (VLE). The tutor supported computer conferencing schedule is subject to change each year. Confirmation of the year's conferencing schedule for each module will be presented on the module page within the VLE.

**Individual modules on a stand-alone basis**

**1.8**

All modules offered under these regulations are available as standalone individual modules, with the exception of *Research Proposal* [OPM410] and *Dissertation* [OPM610].

## 2 Registration

### Effective date of registration

#### 2.1

Your effective date of registration will depend on the Term you commence study, as follows:

Term 1 – 30 August

Term 2 – 30 November

Term 3 – 30 March

### Period of registration

See the [Programme Specification](#) for the minimum periods of registration applicable to these qualifications. See the [General Regulations](#) for the maximum periods of registration applicable to these qualifications.

In order to complete within your maximum period of registration, you should normally register for at least 30 credits per academic year. Note that to complete the MSc within the 5-year maximum period of registration, you will need to complete more than 30 credits in at least one of those academic years to bring your total credits to 180 credits.

#### 2.2

The minimum and maximum periods of registration to complete the programme are counted from your effective date of registration.

If the maximum registration period for your qualification changes during your studies, you will retain the period of registration initially given to you on registration. Your period of registration may still change if you change qualification as set out in Programme Regulations.

#### 2.3

If you transfer from the PGDip to the MSc, your period of registration will remain effective from your initial date of registration on the PGDip.

#### 2.4

If you start by taking individual modules on a stand-alone basis and then register for the PGDip or MSc, we will give you a new maximum period of registration for the PGDip or MSc, respectively.

## 3 Recognition of prior learning and credit transfer

To be read in conjunction with the [General Regulations](#), Section 3.

### Recognition of prior learning

#### 3.1

If you satisfy the entrance requirements for an award and you are appropriately qualified, you may be granted recognition of prior learning (RPL) mapped against a maximum of one module. An application will be considered on the basis of successfully completed studies at an appropriate level.

#### 3.2

You may not apply for recognition of prior learning for the modules of the Research Project (*Research Proposal* [OPM410] and *Dissertation* [OPM610]).

## Credit transfer

### 3.3

If we permit you to transfer from the PGDip to the related MSc, you will receive credit for the modules passed.

### 3.4

If we permit you to transfer from an individual module registration to a PGDip or MSc, you may be credited with up to four individual modules successfully completed (60 credits in total).

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## 4 Module selection

[Appendix A](#) provides details of the programme structures and module titles.

### 4.1

In exceptional circumstances, we may not run a module or will consider deferring it to a later session if an insufficient number of students have registered. This is because we may not be able to provide an appropriate learning experience and/or assessment opportunity to meet the learning outcomes of the module.

We will make every reasonable effort to inform you of any such changes as early as possible and to provide you with reasonable alternative arrangements.

### 4.2

If you have participated in the tutor supported computer conferencing element of a module, you may apply to change your choice of module by contacting us, using the Student Portal. If you have already entered the assessment for the module concerned, your application will not be considered until after the assessment results for that session have been published. We will not accept requests to change a module to another, if made later than two weeks into the term, as your learning experience on the new module may be compromised.

## Individual modules on a stand-alone basis

### 4.3

You may take up to four individual modules (60 credits in total) on a stand-alone basis, with the exception of *Research Proposal* [OPM410] and *Dissertation* [OPM610], without being registered for the MSc or PGDip Organizational Psychology / Human Resource Management.

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## 5 Assessment for the programme

### Assessment methods

#### 5.1

Each module, with the exception of the *Professional Development and Learning* [OPM210] and the Research Project modules (*Research Proposal* [OPM410] and *Dissertation* [OPM610]), is summatively assessed by a final assessment in the form of a two-hour unseen written examination worth 90% of the overall module mark. *Professional Development and Learning* [OPM210] is assessed by a 3,000-word learning and development report worth 90% of the overall module mark. Participation in the computer conferencing discussion is worth the other 10% of the overall mark for all modules, except the Research Project modules.



**Programme Regulations 2025-2026 Organizational Psychology and Human Resource Management (MSc/PGDip/Individual modules)**

The final assessment is as follows:

<b>Module</b>	<b>Final assessment</b>	<b>Percentage of overall mark</b>
Employment Law ( <i>formerly</i> Comparative Employment Relations) (OPM240)	two-hour unseen written examination	90%
Employee Relations and Motivation (OPM090)	two-hour unseen written examination	90%
Human Resources in Organizations ( <i>formerly</i> Human Resource Strategies) (OPM220)	two-hour unseen written examination	90%
Leadership ( <i>formerly</i> Leadership and Performance Management) (OPM200)	two-hour unseen written examination	90%
Leading and Developing People (OPM230) (resit only) *	two-hour unseen written examination	90%
Work and Well-being (OPM140)	two-hour unseen written examination	90%
Research Methods (OPM400)	multiple choice two-hour unseen written examination	90%
Global Human Resource and Diversity Management ( <i>formerly</i> International Human Resource Management) (OPM040)	two-hour unseen written examination **	90%
Learning and Development (OPM250)	two-hour unseen written examination **	90%
Life Career Development (OPM120)	two-hour unseen written examination **	90%
Selection and Assessment (OPM100)	two-hour unseen written examination **	90%
Organization and Change Perspectives ( <i>formerly</i> Understanding Organizations and Change) (OPM190)	two-hour unseen written examination **	90%
Professional Development and Learning (OPM210)	3,000-word learning and development report	90%
Research Project- Research Proposal (OPM410)	3,000-word research proposal	100%
Research Project- Dissertation (OPM610)	8,000 - 10,000-word dissertation	100%

\* Students who have completed OPM230 *Leading and Developing People* (LDP) will not be required to take OPM190 *Organization and Change Perspectives* (OCP).

The OPM230 *Learning and Developing People* (LDP) module is available for resit only.

Students required to retake the OPM230 module will need to complete the module within their registration period and are advised to retake the module at the earliest opportunity. The module will be made available for those students, but no active teaching will be involved. Conferencing submissions will be assessed at the end of term with an additional week given for corrections.

\*\* *Global Human Resource and Diversity Management* [OPM040], *Learning and Development* [OPM250], *Life Career Development* [OPM120], *Selection and Assessment* [OPM100] and *Organization and Change Perspectives* [OPM190] were previously assessed by coursework- a 3,000-word written essay. From the 2025-26 academic year, students registering on these modules for the first time will be assessed by a two-hour unseen written examination.

Students who registered on these modules in 2024-25 or earlier, who are resitting, or sitting for the first time in 2025-26, will be entitled to take their assessment in the previous format (coursework), including any further retakes.

However, if students from this group (i.e. those who registered on a module in 2024-25 or earlier) choose to sit their assessment for the first time in 2026-27 or later, rather than in 2025-26, they will be required to take it in the new format (examination).

All unseen written examinations are closed-book assessments.

The *Dissertation* [OPM610] module may also involve elements of formative assessment, such as a live slide show- or poster-based presentation. Full details of how modules are assessed are given, in advance, within the VLE.

## 5.2

For each module (except for the Research Project modules), you are required to make a minimum of **two** satisfactory contributions to each tutor-supported **computer conferencing** (and to attempt the assessment in the year of registration for the module concerned), unless you have been given permission to defer one or more of these elements. Satisfaction of the minimum tutor-supported computer conferencing requirements for a module is worth 100% of the element mark, which contributes 10% towards the overall module mark ([Appendix D](#) specifies the rating criteria for conferencing posts). If you fail to satisfy one or two of the required minimum contributions during the conferences, your mark for this element will be reduced to 50%. Failing to satisfy more than two contributions will result in a mark of 0% for this element of the module.

Note that it is strongly recommended that you participate in the conferencing. If you do not participate and your mark for the final assessment is below 55%, once weighted at 90% of the overall mark, you would fail the module with an overall mark below 50%. You would have to resit the module and participate in the conferencing only to bring your overall mark to 50% or above.

## 5.3

If you cannot participate in the computer conferencing discussion topics due to mitigating or other exceptional circumstances, you should contact the module convenor by email. If accepted, you will be given additional time to complete or be recorded as satisfying the conferencing requirements for that module/topic(s).

#### 5.4

An individual module taken on a standalone basis will be assessed using the same forms of assessment stated for the PGDips and MScs under these regulations.

### Research Project

Prior to the 2020-21 academic year, the *Research Project* [OPM600] was a single 60-credit module comprised of two elements: a research proposal (25%) and a final dissertation (75%).

From 2020-21, the Research Project was split into two modules: *Research Proposal* [OPM410] (15 credits) and *Dissertation* [OPM610] (45 credits).

Students must pass the *Research Methods* [OPM400] and *Research Proposal* [OPM410] modules in order to register for the *Dissertation* [OPM610].

#### 5.5

The Research Project is comprised of two modules: *Research Proposal* [OPM410] (15 credits) and *Dissertation* [OPM610] (45 credits).

#### 5.6

The *Research Proposal* [OPM410] module is assessed by a 3,000-word research proposal.

#### 5.7

The *Dissertation* [OPM610] module is assessed by an 8,000 - 10,000-word dissertation (excluding bibliography and appendices).

Any material that exceeds the word limit for either the research proposal or the dissertation will be subject to the Word Limit deduction policy stated in the Programme Handbook within the VLE.

#### 5.8

For the *Research Proposal* [OPM410] module, a structured abstract (maximum 500 words) is submitted in October before submission of the research proposal in January. In order to register for the *Dissertation* [OPM610] module, you will need to pass the *Research Proposal* [OPM410] module first (as well as *Research Methods* [OPM400]). If unsuccessful, there is an opportunity to resubmit the research proposal in Term 2. This will be treated as your second and final attempt at the assessment of the *Research Proposal* [OPM410]. Submission of the final dissertation is in September.

If you do not pass the Research Methods module (in Term 1), the earliest you can retake the module is in Term 1 of the following year.

See the Dissertation module page on the VLE for key dates, submission deadlines and further guidance on the process.

#### 5.9

For the dissertation, you will need to obtain ethics approval before you start data collection.

As part of our commitment to maintaining the accreditation of the MSc Organizational Psychology with the British Psychological Society (BPS), it is imperative that all research projects or any other activities involving data collection from participants, strictly adhere to the BPS ethical guidelines. It is also imperative that the MSc Human Resource Management, although not under BPS accreditation, adheres to the same ethical guidelines. This adherence ensures that the same high level of ethical standards is maintained across all programmes, reflecting our commitment to integrity and ethical practice in all academic endeavours.

See the Dissertation module page on VLE for further guidance on obtaining ethical approval and submitting the Ethics form.

## **Students registered on the Research Project prior to the 2020-21 academic year**

### **5.10**

If you registered for the 60-credit *Research Project* [OPM600] prior to the 2020-21 academic year, providing you have not yet passed its research proposal element, it will be swapped with the *Research Proposal* [OPM410] and *Dissertation* [OPM610] modules.

### **5.11**

If you have passed the research proposal element prior to the 2020-21 academic year, you will remain on the 60-credit *Research Project* [OPM600] and submit its final dissertation.

## **Submission of coursework, research proposal and dissertation**

### **5.12**

Coursework, research proposals and dissertations must be submitted using the VLE and must include a plagiarism statement declaring that it is all your own work and that there has been no plagiarism.

See [General Regulations](#), Rules for taking assessments.

### **5.13**

It is your responsibility to retain a copy of any written work submitted to us in case of any electronic difficulties in its submission to us.

### **5.14**

You are responsible for submitting your coursework to us, and for ensuring that your work is submitted on or before the deadline for that module. Two marks will be deducted per day for submissions made after the deadline, up to a maximum of 10 days. Submissions after this point will not be accepted unless an extension has been agreed in advance. You may request an extension by making the claim in the Turnitin submission area in the Student Area of the VLE and informing the module tutor.

### **5.15**

You must have commenced study of the *Research Methods* [OPM400] module before or in the same year you commence study of the *Research Proposal* [OPM410] module. In order to register for the *Dissertation* [OPM610] module, you will need to pass the *Research Methods* [OPM400] and *Research Proposal* [OPM410] modules first.

## **Dates for examinations**

### **5.16**

Written examinations take place three times a year in December, March and July (at the end of each term).

### **5.17**

Assessed coursework must arrive no later than the dates specified in the VLE and must be submitted in the year you register for a module.

See [General Regulations](#), Rules for taking assessments.



## 6 Number of attempts permitted at a module

### 6.1

The maximum number of attempts permitted at any module is two.

### 6.2

If your overall mark for a module is a fail, and you have failed the final assessment, you will need to resit the final assessment at the next available opportunity. If you have already satisfied the conferencing participation requirements, you will **not** be required to participate again, and the mark will be carried forward. If you did **not** satisfy the conferencing participation requirements at your first attempt, the requirements will remain when you resit the module. This will count as your second attempt at the module.

Note that participation in the conferencing is worth 10% of the overall module mark. If you fail to satisfy the requirements, you will receive 0% out of 10% towards your overall module mark.

Students should contact the module convenor, by email, to inform them of any past conferencing participation that they wish to carry forward to contribute to their assessment, when they re-register on a module (after deferral or to resit the module).

### 6.3

If your overall mark for a module is a fail despite passing the final assessment due to **not** participating in the conferencing, you will be required to resit the module at the next available opportunity and participate in the conferencing only. This will count as your second attempt at the module. Your final assessment mark will be carried forward to the resit session.

Note that participation in the conferencing at the resit would become a necessity if your final assessment mark is below 55% at your first attempt. Once weighted at 90% of the overall mark, it would be below 50%. You would need the conferencing participation mark (weighted at 10% of the overall mark) to bring your overall mark to 50% or above.

### 6.4

If you are resitting a coursework element of assessment, you will be required to submit new coursework as required by the question or topic for that particular term.

### 6.5

If you fail the dissertation, you may be required to submit a new or revised dissertation at a time to be determined by the Board of Examiners.

## 7 Progression within the programme

See [section 5](#) for method of assessment.

### 7.1

In any one year, there is no maximum entry to modules (including resits of previously failed modules).

### 7.2

The *Research Methods* [OPM400] module must be attempted before or in the same year you commence study of the *Research Proposal* [OPM410] module. In order to register for the *Dissertation* [OPM610] module, you will need to pass the *Research Methods* [OPM400] and *Research Proposal* [OPM410] modules first. All other modules, which apply to your programme, can be taken in any order.

See [section 1](#) for the availability of modules.

Note that if you attempt the *Research Proposal* [OPM410] and *Dissertation* [OPM610] early in your studies and fail twice, your registration will cease, and you may not be eligible for an exit qualification (see regulations 8.8 and 8.9).

## **Deferring a module**

### **7.3**

You may apply to defer taking a module or an element of that module at any stage before entry to the assessment for that module by contacting us, using the Student Portal.

Further information is also available on the submission of [mitigating circumstances](#) and the [Additional considerations policy](#).

### **7.4**

If you defer a module, having **not** satisfied the conferencing participation requirements, you will be required to participate in the conferencing at your next entry for it to contribute 10% to your overall mark.

### **7.5**

If you defer a module, having satisfied the conferencing participation requirements, you will not be required to participate in the conferencing again and the element mark will be carried forward to your next entry.

### **7.6**

If you defer and are required or choose to take part in the tutor supported computer conferencing discussion groups in another year, fees for accessing study materials on the VLE may be applicable.

See the [Fee Schedule](#) for further information.

Students should contact the module convenor, by email, to inform them of any past conferencing participation that they wish to carry forward to contribute to their assessment, when they re-register on a module (after deferral or to resit the module).

## **Transfer from Postgraduate Diploma to the MSc**

### **7.7**

You may transfer to the related MSc provided you pass the PGDip and receive a recommendation from the Board of Examiners that you may proceed.

### **7.8**

If you transfer to the related MSc degree, you will not receive the award of the PGDip unless as an exit qualification.

See regulation 8.8 for information about when an exit qualification may be granted.

## **Transfer from Individual modules taken on a stand-alone basis**

### **7.9**

If you successfully complete the assessment for one or more individual modules taken on a stand-alone basis, you may be considered for progression to the qualifications offered under these regulations.

You may also request to transfer your registration from an individual module to the PGDip or MSc if you already meet the entry requirements for the PGDip and MSc.

If you request to transfer from a standalone individual module to the MSc or PGDip and are currently undertaking the study for these modules, transfer of registration cannot take place whilst a study session is live and before results for that session are ratified by the exam board.

#### 7.10

Credit for stand-alone individual modules (a maximum of four individual modules, 60 credits) will be considered provided that the application for a related qualification is made within three years of the completion of the relevant modules. Neither progression nor credit is automatic.

## 8 Schemes of award

If your last assessments take place in the October session (Term 1), the date of award will be 31 December in the year of the last assessments that contribute to the award.

If your last assessments take place in the January (Term 2) or April (Term 3) sessions, the date of award will be 1 June in the year of the last assessments that contribute to the award.

#### 8.1

Modules are marked according to the following scales:

#### Postgraduate Diploma and MSc

70+	Distinction
60 to 69	Merit
50 to 59	Pass
0 to 49	Fail

See [Appendix B](#) and [Appendix C](#) for information on how to achieve a particular mark.

#### 8.2

In order to be awarded the MSc Organizational Psychology or the MSc Human Resource Management, you must have attempted and passed the **eight** compulsory modules and the Research Project modules (*Research Proposal* [OPM410] and *Dissertation* [OPM610]).

#### 8.3

In order to be awarded the PGDip Organizational Psychology or the PGDip Human Resource Management, you must have attempted and passed the **eight** compulsory modules.

#### 8.4

The overall mark for a module passed at a resit will be capped at 50%.

#### 8.5

For the award of a Merit, an average mark of 60% across all assessed modules is required.

#### 8.6

For the award of Distinction, a mark of 70% or above overall and 50% or above on each module (including the Research Project modules, if applicable) is required.

**8.7**

The Board of Examiners have complete discretion to take into account your overall performance.

**Exit qualifications**

**8.8**

If you are registered for an MSc, but do not achieve passes in the Research Project modules, or you decide not to continue with the degree, the examiners may use their discretion to grant you the PGDip Organizational Psychology or the PGDip Human Resource Management as an exit qualification, as long as you have passed the eight compulsory modules (a total of 120 UK credits) required for the related PGDip. The award will be with effect from the year in which you satisfied the requirements for that award.

**8.9**

If you are registered for an MSc or PGDip, but do not achieve the credit required for that award, or you decide not to continue with the qualification, the examiners may use their discretion to grant you a PGCert Organizational Psychology or a PGCert Human Resource Management as an exit qualification, as long as you have passed four out of the eight compulsory modules (a total of 60 UK credits) of the related PGDip. The award will be with effect from the year in which you satisfied the requirements for that award.

**Individual modules taken on a stand-alone basis**

**8.10**

The pass mark for an individual module taken on a stand-alone basis is 50%.



## Appendix A – Structure of the programmes

A detailed outline of the syllabus for each module is provided on the [Human Resource Management](#) and [Organizational Psychology](#) course pages, under structure.

### Organizational Psychology

PGDip Organizational Psychology	MSc Organizational Psychology
<b>Eight</b> compulsory modules (totalling 120 credits. Each module 15 credits):	<b>Eight</b> compulsory modules (totalling 120 credits. Each module 15 credits):
Research Methods ( <i>OPM400</i> )	Research Methods ( <i>OPM400</i> )
Life Career Development ( <i>OPM120</i> )	Life Career Development ( <i>OPM120</i> )
Organization and Change Perspectives ( <i>formerly</i> Understanding Organizations and Change) ( <i>OPM190</i> )	Organization and Change Perspectives ( <i>formerly</i> Understanding Organizations and Change) ( <i>OPM190</i> )
Employee Relations and Motivation ( <i>OPM090</i> )	Employee Relations and Motivation ( <i>OPM090</i> )
Learning and Development ( <i>OPM250</i> )	Learning and Development ( <i>OPM250</i> )
Work and Well-being ( <i>OPM140</i> )	Work and Well-being ( <i>OPM140</i> )
Selection and Assessment ( <i>OPM100</i> )	Selection and Assessment ( <i>OPM100</i> )
Leadership ( <i>formerly</i> Leadership and Performance Management) ( <i>OPM200</i> )	Leadership ( <i>formerly</i> Leadership and Performance Management) ( <i>OPM200</i> )
	<b>Plus</b> Research Proposal ( <i>OPM410</i> ) [15 credits] <b>and</b> Dissertation ( <i>OPM610</i> ) [45 credits]

#### Notes:

- The module codes are appended to the module titles and these numbers should be used when entering for assessments.
- The *Research Methods* [OPM400] module must be attempted before or in the same year you commence study of the *Research Proposal* [OPM410] module.
- In order to register for the *Dissertation* [OPM610] module, you will need to pass the *Research Methods* [OPM400] and *Research Proposal* [OPM410] modules first.
- All other modules, which apply to your programme, can be taken in any order.
- Modules are available at specific times of the year. Not all modules will necessarily be available in every year.

## Human Resource Management

PGDip Human Resource Management	MSc Human Resource Management
<b>Eight</b> compulsory modules (totalling 120 credits. Each module 15 credits):	<b>Eight</b> compulsory modules (totalling 120 credits. Each module 15 credits):
Research Methods ( <i>OPM400</i> ) Leadership ( <i>formerly</i> Leadership and Performance Management) ( <i>OPM200</i> ) Professional Development and Learning ( <i>OPM210</i> ) Human Resources in Organizations ( <i>formerly</i> Human Resource Strategies) ( <i>OPM220</i> ) Selection and Assessment ( <i>OPM100</i> ) Employment Law ( <i>formerly</i> Comparative Employment Relations) ( <i>OPM240</i> ) Global Human Resource and Diversity Management ( <i>formerly</i> International Human Resource Management) ( <i>OPM040</i> ) Organization and Change Perspectives ( <i>formerly</i> Understanding Organizations and Change) ( <i>OPM190</i> ) * <b>or</b> Leading and Developing People ( <i>OPM230</i> ) (resit only) *	Research Methods ( <i>OPM400</i> ) Leadership ( <i>formerly</i> Leadership and Performance Management) ( <i>OPM200</i> ) Professional Development and Learning ( <i>OPM210</i> ) Human Resources in Organizations ( <i>formerly</i> Human Resource Strategies) ( <i>OPM220</i> ) Selection and Assessment ( <i>OPM100</i> ) Employment Law ( <i>formerly</i> Comparative Employment Relations) ( <i>OPM240</i> ) Global Human Resource and Diversity Management ( <i>formerly</i> International Human Resource Management) ( <i>OPM040</i> ) Organization and Change Perspectives ( <i>formerly</i> Understanding Organizations and Change) ( <i>OPM190</i> ) * <b>or</b> Leading and Developing People ( <i>OPM230</i> ) (resit only) *
	<b>Plus</b> Research Proposal ( <i>OPM410</i> ) [15 credits] <b>and</b> Dissertation ( <i>OPM610</i> ) [45 credits]

### Notes:

\* *Leading and Developing People* [OPM230] is withdrawn to new registrations and available to resit only. *Organization and Change Perspectives* [OPM190] is now available to new registrations on the HRM structure in place of *Leading and Developing People* [OPM230].

- The module codes are appended to the module titles and these numbers should be used when entering for assessments.
- The *Research Methods* [OPM400] module must be attempted before or in the same year you commence study of the *Research Proposal* [OPM410] module.
- In order to register for the *Dissertation* [OPM610] module, you will need to pass the *Research Methods* [OPM400] and *Research Proposal* [OPM410] modules first.
- All other modules, which apply to your programme, can be taken in any order.
- Modules are available at specific times of the year. Not all modules will necessarily be available in every year.

## Appendix B – Assessment criteria for the coursework, research proposal and dissertation

Range	Assessment criteria
80-100% High Distinction	Marks in this range indicate an exceptionally high level of scholarship and outstanding performance in terms of all of the dimensions outlined. While work at this level exhibits scrupulous completion of the requirements of the assignment, it will also exhibit a high degree of research initiative, high quality of analysis, academic sophistication, comprehension and critical assessment, making a novel contribution to the relevant research area empirically and/or theoretically.
70–79% Distinction	Marks in this range indicate high levels of scholarship, and high performance in terms of all of the dimensions outlined. Comprehensively argued research of interest and originality which is also well organised and presented exhibiting a sound, critical and analytical grasp of the relevant literature(s) and drawing on an extensive range of relevant academic sources. The work will display an excellent understanding of underlying theory as well as employing appropriate research methods and analytical techniques, resulting in findings of interest and significance.
60–69% Merit	Work that demonstrates a good command of the subject and relevant literature(s) as well as a sound grasp of critical issues, with evidence of independent thought and a high standard of argument as well as good presentation. Work towards the bottom of this range may have occasional weaknesses and flaws but will nevertheless show a generally high level of competence. Work towards the top of this range will be highly competent on all dimensions.
50–59% Pass	Marks in this range indicate general capability, but with moderate levels of weaknesses on one or more dimensions indicated above. Work in this range may contain inaccuracies, the arguments may lack clarity or rigour, or there may be a lack of critical understanding. It will however be coherently structured and presented, showing a sound command of the subject, some awareness of critical debate, and the ability to construct a generally coherent argument.
40–49% Fail	Marks in this range do not quite meet the minimum standards for a pass, with considerable levels of weaknesses on one or more dimensions. Work in this range may suffer from flawed arguments, weak structure and presentation, an inadequate command of course materials, or a serious failure to reflect on those materials. It will however demonstrate a basic understanding of the course being examined and show evidence of reasonable attention to the course materials.
30–39% Low Fail	Marks in this range display major levels of weaknesses on two or more dimensions. The work may be reliant on a minimal range of reading and reflection with poor attention to detail. Work in this range may be characterised by assertions lacking supporting evidence or argument, or by seriously flawed understanding of key concepts.
0–29% Very Low Fail	Marks in this range indicate general incompetence, with highly serious levels of weaknesses on two or more dimensions. Work in this range will either fail to present any real argument or opinion or fail to engage at all with the topic in question. Work may quote heavily from a small number of sources but fail to integrate them and provide little or no narrative to explain their relevance.

## Appendix C – Assessment criteria for unseen written examinations

Range	Assessment criteria
90–100%	Excellent breadth and depth of analysis. Very good originality and insight and excellent ability to critically evaluate, contrast, and 'play' with research/ideas.
80–89%	Excellent breadth and depth of analysis. Demonstrates very good ability to critically evaluate and contrast research/ideas. Shows good originality and insight.
70–79%	Very good breadth of analysis. Demonstrates good ability to critically evaluate and contrast research/ideas and shows some moderately good originality and insight.
65–69%	Good breadth and depth of analysis. Demonstrates moderately good ability to critically evaluate and contrast research/ideas. Some originality and insight.
60–64%	Good breadth of material relevant to the question. Some critical evaluation and contrasting of research/ideas. Some depth of analysis, though lacking in originality or insight.
55–59%	Demonstrates a good understanding of the question and a moderately good breadth of analysis. Limited in critical evaluation or research ideas.
50–54%	Demonstrates a clear understanding of the question and an awareness of the key issues. Evidence of a moderate awareness of the core material though with limited breadth or depth of analysis. Very little critical evaluation of research/ideas.
45–49%	Demonstrates a basic grasp of the question and addresses a very small number of relevant issues. Evidence of very limited awareness of the core material.
40–44%	Demonstrates an inconsistent or partial understanding of the question. The response may contain some relevant points, but these are not appropriately presented or representative of the core material.
30–39%	Demonstrates some very limited understanding of the question.
Less than 30%	The wrong idea completely. Does not answer the question at all.



## Appendix D – Rating criteria for computer conferencing posts

For a conferencing post to be considered satisfactory and earn a positive rating, it must adhere to the following set of rules:

1. Each contribution must relate to the conferencing task or the question topic, ensuring relevance and focus on the discussion.
2. Contributions should be grounded in the provided course material, including readings and lectures. While the inclusion of additional academic literature is encouraged to enrich the discussion, it should complement, not substitute, the engagement with the core material.
3. Posts must be original, free of plagiarism, and comply with the specified word limit.
4. Every post should contribute meaningfully to the discussion, offering fresh insights or valuable perspectives related to the question topic, or, in the case of an exercise, represent a genuine attempt.
5. A satisfactory contribution may contain inaccuracies or errors but must be clear, coherent, and demonstrate familiarity with the peer-reviewed academic literature it is based on.
6. For starter and finisher posts to earn a positive rating, they need to adhere to the same standards as regular posts, such as when introducing the question topic or providing summative insights at the end of the discussion.
7. Dividing a single contribution into multiple posts to bypass the word limit or to gain extra marks is not allowed. Each post should form a complete and cohesive addition to the discussion.
8. The module tutor may introduce additional criteria as the module progresses, reflecting the evolving nature of the course and the development of students' skills.