



UNIVERSITY  
OF LONDON

2024

Postgraduate programmes in

# Organizational Psychology and Human Resource Management

With academic  
direction from:



[london.ac.uk/ophrm](https://london.ac.uk/ophrm)

World class. Worldwide.

# Join the World Class

## 1 **A mark of excellence**

Gain a University of London degree and enhance potential for career development.

## 2 **Quality of learning**

The programmes featured in this prospectus are developed and led by academics from the People, Work, and Organizational Psychology Group at Birkbeck Business School. These academics were previously part of the Department of Organizational Psychology at Birkbeck, the oldest and largest department of its kind in the UK. This heritage assures you of the high quality and depth of the degree content, reflecting a long-standing tradition of excellence in the field.

## 3 **Worldwide relevance**

The programmes are designed to be of worldwide relevance. Graduates have gone on to become careers advisors, managers and consultants in large multi-national companies and government departments.

## 4 **Access a wealth of online resources**

You are fully supported online and participate in tutor-supervised virtual conferencing for each module. You are also assigned a personal tutor to provide general guidance throughout your studies.

## 5 **Flexible learning**

With no relocation or accommodation costs, studying online through the University of London is much more affordable than coming to London to study on campus. What's more, you can continue working full time.



An aerial night view of the London skyline, showing a mix of historic and modern architecture. The Gherkin is visible on the left, and various skyscrapers and older buildings are illuminated against the dark sky.

“In a fast changing environment of worldwide access to higher education, a University of London degree continues to offer a guarantee of quality, value and intellectual rigour.”

**Professor Wendy Thomson**  
Vice-Chancellor,  
University of London

# Your prestigious University of London qualification

## About your qualification

When you graduate with a degree from the University of London you will receive two important documents – your Final Diploma (the parchment you receive on graduation) and a Diploma Supplement.

## The Final Diploma

- Indicates that you were registered with the University of London and awarded a University of London degree, diploma or certificate.
- States that Birkbeck, University of London developed the syllabus and provided assessment.
- Features the University of London crest and the Vice-Chancellor's signature.

## The Diploma Supplement

- Describes the nature, level and content of the programme you successfully completed.
- Includes the transcript of all courses taken, marks achieved and overall classification.
- States the role of Birkbeck, University of London and the method of study.



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## Key dates

### January 2024 session

#### Application deadline

09 December 2023

#### Registration deadline

16 December 2023

#### Session starts

08 January 2024

### April 2024 session

#### Application deadline

03 April 2024

#### Registration deadline

11 April 2024

#### Session starts

22 April 2024

### October 2024 session

#### Application deadline

10 September 2024

#### Registration deadline

24 September 2024

#### Session starts

30 September 2024

# Outstanding distance learning opportunities



## Dr Keely Jo Frasca

Programme Director  
Organizational Psychology and  
Human Resource Management

Dr Keely Jo Frasca joined the OPHRM programme in 2018 as a tutor and took on the role of Programme Director in 2022.

Keely's research interests include: organizational recruitment, selection and assessment, discrimination of minority groups, individual differences, and advanced quantitative methods. Keely holds a PhD in Organizational Psychology and is a Chartered Psychologist with the British Psychological Society (CPsychol), Member of the British Psychological Society's Division of Occupational Psychology, Fellow of The Higher Education Academy (FHEA), and Member of The Tutors' Association

(MTA). She is qualified in Occupational Psychometric Testing with the British Psychological Society and is certified by the European Federation of Psychologists' Associations.



## Jack Dybczak

Programme Director  
Organizational Psychology and  
Human Resource Management

Jack Dybczak has been teaching and lecturing at Birkbeck since 2013 on a number of undergraduate and postgraduate courses. In 2017, he joined the OPHRM team and took on the role of Programme Director in 2022. His main research interests are the application of Postmodern Organizational Theory, Actor-Network Theory, and various forms of Discourse Analysis to issues of leadership and organizational change.

## Key objectives:

- Build extensive knowledge of a wide array of psychological theories that can be applied to work settings (in areas including motivation, selection and assessment, well-being, learning and development, organizational change and leadership).
- Critically evaluate peer-reviewed research that has examined individual, group and organizational level outcomes.
- Acquire a thorough grounding of research methods, ethics and statistics.
- Undertake an applied qualitative or quantitative research dissertation under the guidance of a supervisor who specialises in your chosen methodology.

## Academic direction: Birkbeck

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Our Postgraduate Programmes in Organizational Psychology and Human Resource Management are directed and taught by faculty from the People, Work and Organizational Psychology (PWOP) Group, which forms part of Birkbeck Business School. Formerly known as the Department of Organizational Psychology, it is a major provider of academic and professional training in organizational psychology (also known as occupational psychology or organizational behaviour) coaching, career management and HRM studies.

## BPS Accreditation

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The British Psychological Society (BPS) is the representative body for psychology and psychologists in the UK and is responsible for the promotion of excellence and ethical practice in the science, education and practical applications of the discipline.

The MSc in Organizational Psychology has been accredited by the BPS as part of the Stage 1 requirements. If you want to apply to become a registered practitioner psychologist with the Health Care and Professions Council and become eligible for chartered status with the society, this MSc forms one part of Stage 1 and the route to graduate membership.

To proceed to Stage 2 of accreditation, you must fulfil all the requirements for the Graduate Basis for Chartered (GBC) Membership of the BPS.

To join as a graduate member, you'll need to have achieved at least a 2:2 in an undergraduate psychology degree accredited by the society, or to have completed an accredited conversion course.

Details of how this accreditation fits within the overall BPS Chartered Qualification Framework route of Stages 1 and 2 are available on the BPS website. If you are unsure of your own eligibility or routes that may be available to you, please take time to contact the BPS directly to clarify.

## CIPD Accreditation

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The MSc Human Resource Management is accredited by the Chartered Institute of Personnel and Development (CIPD), a leading association for HRM professionals. Students enrolled on the MSc HRM from academic year 2022-23 onwards are eligible to join the CIPD as student members, and upon successful completion of the MSc become an Associate Member of the CIPD with the option to upgrade to Chartered Member or Chartered Fellow provided they have relevant work experience.



# Organizational Psychology



## Stuart Melling

MSc Organizational Psychology,  
United Kingdom

‘This programme covers the key elements that I see as strategically important for business leadership for the future. It is really interesting to review academic studies around certain topics and to be able to apply them to your own situation. I like how the tutors guide you to additional material that is not necessarily part of the curriculum but supports it and gives a different perspective.’

### MSc degree:

Eight compulsory modules plus the Research Project modules (Research Proposal and Dissertation).

### Postgraduate Diploma:

Eight compulsory modules.

**Please note:** with the exception of the Research Project, all modules can be taken as individual modules. You can register for up to three modules at any one time. The anticipated number of study hours per module is 150 hours.

### Structure

#### Compulsory modules:

Employee Relations and Motivation

Leadership and Performance Management

Learning and Development

Life Career Development

Research Methods

Selection and Assessment

Organization and Change Perspectives

Work and Well-Being

Research Project (**MSc only**)





# Human Resource Management

## MSc degree:

Eight compulsory modules plus the Research Project modules (Research Proposal and Dissertation).

## Postgraduate Diploma:

Eight compulsory modules.

**Please note:** with the exception of the Research Project, all modules can be taken as individual modules. You can register for up to three modules at any one time. The anticipated number of study hours per module is 150 hours.

## Structure

### Compulsory modules:

Employment Law

Human Resource Strategies

Global Human Resource and Diversity Management

Leadership and Performance Management

Leading and Developing People

Professional Development and Learning

Research Methods

Selection and Assessment

Research Project (MSc only)

‘The programme is hugely engaging, challenging and relevant to anyone wanting to have a more evidenced-based practice. The way that the programme is set up virtually with students from around the globe is hugely effective.

The blended online learning of watching lectures in London, communicating with a community of peers every week in forum discussions, coupled with a high quality of tutors both supporting and challenging your thinking is a powerful combination. Loved this experience.’

### Cass Coulston

MSc Organizational Psychology, India



# Why study with us?



**The programmes listed in this prospectus give you the opportunity to gain professional recognition and progress your career in the direction you choose.**

Our students come from a variety of backgrounds. Many are already working in HR or management and wish to advance their career with a qualification. Others are looking to make a career change, or simply want to understand organizations better.

## **Why distance learning?**

There are many reasons to consider distance learning. Your job may involve extensive travel or long and irregular hours, making it difficult to commit to regular classes and study times. Perhaps you would rather avoid the expense of relocating to London as a full-time student. Whatever your reasons, the flexibility of these programmes allows you to plan your studies to fit in with your home and work commitments.

## **Employment routes**

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Graduates of these programmes go on to become trainers, motivators, careers advisors, managers and consultants within large multinational companies, government departments or in any organization where advanced knowledge of organizational psychology may be useful.

## **Flexible study**

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You can study for a full MSc, a Postgraduate Diploma or choose to take a single module for your continuing professional development. If you do not want to commit to studying an MSc, you can register for an individual module or Postgraduate Diploma first. Having successfully completed these, you can then move on to gain the full MSc.

You have between one and five years to complete the MSc or the Postgraduate Diploma.



## Time commitment

The degree offers the flexibility to complete in one year or up to five years, depending on your desired study pace. For instance, you do not have to take examinations every year. As a rough guide, if aiming for the minimum study period, you should be prepared to study 15 hours per week per module during the academic session. The academic session runs from the beginning of October to the end of September.

## Assessment

Each module is summatively assessed by a final assessment (worth 90 per cent of the overall mark), except for the

Research Project modules (Research Proposal and Dissertation). The final assessment is typically a two-hour unseen written examination or a 3,000-word written report/essay.

For each module (except for the Research Project modules), you are required to make a minimum of two satisfactory contributions per discussion topic to the tutor-supported computer conferencing. These contributions are worth 10 per cent of the overall module mark.

The Research Project modules are assessed by a 3,000-word research proposal and an 8,000-10,000-word dissertation respectively.

For full details on assessment please visit: [london.ac.uk/regs](https://london.ac.uk/regs)

## Continuing professional development (CPD)

Many professionals need to update their knowledge by focusing on a particular subject. As a result, our modules are also available on a stand-alone basis for the purposes of CPD (with the exception of the Research Project).

You can register for a maximum four modules without being registered for the MSc or Postgraduate Diploma, which can be studied simultaneously. On successful completion of each module you will receive a University of London certificate.

If you meet all the necessary entrance requirements you may later apply to register for the MSc and gain credits for the modules you have already passed.



# How do I study?

## The Virtual Learning Environment (VLE)

The dynamic element of the programme is provided through the VLE:

### Recorded lectures and dedicated audio recordings

Audio recordings are made of lectures for postgraduate students at Birkbeck, and these recordings are provided to you along with the PowerPoint slides. In this way you can enjoy and benefit from Birkbeck lectures and lecture material wherever you are in the world, and at a time convenient to you.

### Online conferencing

For each module, you discuss topics in your conferencing group. As these discussions are not in 'real time', you can ask questions, give your opinions, request clarification, and read contributions made by others at whatever time suits you. If you are away from home, even on the other side of the world, it makes no difference as long as you have internet access when you need to conference. At the end of the study period, you can print this material off and read it whenever you want – giving you a permanent copy of all that you, your tutor, and your fellow students have written.

Initially, you may find the prospect of joining in a discussion with people you have not met before slightly daunting, but once you have made one or two contributions you will probably feel more confident. Online discussions are an important part of the course, benefiting both you and your fellow students. They allow a more thorough exploration of the module content, offer an opportunity to clarify or refine your understanding and allow your tutor to monitor your progress. For these reasons, you will find active and regular participation in conferencing quite rewarding, and it can earn you the top grade which contributes 10% towards your total module grade.

### Online Library resources

You have online access to the University's world-class library resources. Here you can search for and obtain articles in the world's top academic journals (including those recommended by your tutor), read them on your computer or print them out at work or home.

With a portable device such as an iPhone or iPad and access to the internet, you can conference and read articles anywhere and at any time!

## Your study resources

For each module you study, you receive the following online resources:

- a live online session per module where the students meet with the tutor to discuss the material and explore it in more depth in real time. There are two sessions to cover time zones
- a dedicated virtual learning module area capturing all relevant learning and study materials
- textbooks for certain modules (either hard copy or electronic versions)
- recorded lectures or dedicated audio recordings, with associated PowerPoint slides
- links to recommended journal articles in the Online Library.

All study materials (articles and/or set texts) are included in the programme fee, with the exception of materials required to carry out the Research Project.

## Additional resource

You can also join our Facebook group at: [facebook.com/OPHRMUoLBirkbeck](https://www.facebook.com/OPHRMUoLBirkbeck)



## Online study support

### Online teaching

At times of your own choosing you participate in tutor-supervised virtual conferencing for each module.

### Personal tutor

You are assigned a personal tutor who you can contact for general guidance over the course of your studies.

### Academic-related support

Your first point of contact for all queries relating to your studies.

### Student forums

An informal virtual meeting place where students support and encourage one another – a very popular feature of our programmes.

# Further information

## Entrance requirements

### Academic

You will need either a bachelor's degree which is considered at least comparable to a UK second-class honours degree from an institution acceptable to the University, or relevant education and work experience that comprises suitable training for the programme.

If you have an unconventional career path with diverse work experience and have completed 'The Manager's Toolkit: A Practical Guide to Managing People at Work' MOOC, we will consider your application on its own merits.

### English language

For all applicants an advanced level of English is required. Applicants may be required to pass, or to have passed within the last three years, at the appropriate level, a test of proficiency in English acceptable to the University of London (e.g. TOEFL, IELTS, GCSE/GCE O level in English).

### Computer

All students need a computer, regular access to the internet and a printer.

## How to apply

For further information on this programme, entrance requirements and details on how to apply, please visit: [london.ac.uk/ophrm](https://london.ac.uk/ophrm)

## Fees

The total fee payable to the University of London for 2024–2025 will be published on our website once confirmed. On average, fees incur a five per cent year-on-year increase. For the latest information on programme fees, please visit: [london.ac.uk/fees](https://london.ac.uk/fees)

**Please note:** student fees shown on our website are net of any local VAT,

Goods and Services Tax (GST) or any other sales tax payable by the student in their country of residence. Where the University is required to add VAT, GST or any other sales tax at the local statutory rate, this will be added to the fees shown during the payment process. For students resident in the UK, our fees are exempt from VAT.

## Spreading the cost

You are not expected to pay in full as soon as you start your first module, unless you choose to do so. Generally, students choose the pay-as-you-go option, spreading the cost by paying for each new module in turn.







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For further information on the range of programmes we offer, please visit our website ([london.ac.uk](http://london.ac.uk)) or contact us at:

**The Student Advice Centre**

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Senate House, Malet Street  
London WC1E 7HU  
United Kingdom

Telephone enquires: +44 (0)20 7862 8360

Online enquiries: [sid.london.ac.uk](mailto:sid.london.ac.uk)



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