

IB9NZ-15 Theories and Research in Organizational and Applied Psychology

26/27

Department

Warwick Business School

Level

Taught Postgraduate Level

Module leader

Tina Kiefer

Credit value

15

Module duration

10 weeks

Assessment

100% coursework

Study location

University of Warwick main campus, Coventry

Description

Introductory description

Provides an overview and insights into theories and research in Organizational and Applied Psychology and provides examples across the core topics in this field. We focus on seminal work and emerging topics.

The module introduces different topics related to Applied and Organizational Psychology, led by researchers in the field. Each session is based on core readings that students will prepare in advance and discuss with lecturers acting as facilitators. Topics include Cognition, Affect, Performance, Creativity, Leadership, and Entrepreneurship.

Module aims

The overarching aim is to facilitate PhD students' learning to develop their critical thinking and their social science research skills, regardless of whether they pursue research in the core field of OP or beyond.

Specific aims:

- Expose PhD students to a range of theory and research in Organizational and Applied Psychology , both seminal and emerging new topics.
- Develop their skills in critically evaluating theoretical and empirical issues through discussion with researchers in this field.
- Introduce students to “must-read” articles (seminal work, influential papers that shaped the field, new and current hot topics)
- Give a sense of 'real-life' research in this field, beyond the polished end-products; e.g. demonstrate what kind of work high quality research requires, what can go wrong (how we deal with that when it happens), demonstrate some of the compromises and trade-offs, common pitfalls.

Outline syllabus

This is an indicative module outline only to give an indication of the sort of topics that may be covered. Actual sessions held may differ.

Topics will cover general organizational and applied psychology topics led by researchers in the field including motivation and performance; emotion and wellbeing; shared cognition and attribution, creativity, team processes; leadership, entrepreneurship, change and innovation. Each session is based on core readings that students prepare in advance and discuss with lecturers acting as facilitators.

Students will also gain a sense of 'real-life' research in this field along with what work high quality research requires, what can go wrong, compromises that need to be made, and pitfalls etc. Students will be focus on developing a good understanding of what constitutes a contribution to the field, discuss different types of research questions, how those tend to be operationalised in the field and what some of the limitations of research in this field are.

Topics include:

1. Behaviours at work (e.g. performance, OCB, counterproductive behaviours, entrepreneurial behaviour)
2. Affect and wellbeing at work
3. Creativity
4. Individual differences
5. Leadership
6. Team processes
7. Psychological Contract, Organisational Justice, Ethics
8. Work design
9. Organisational Change and Innovation

Learning outcomes

By the end of the module, students should be able to:

- Identify current topics and research questions in the field and understand how those may be applied to inform student's own research

- Critically evaluate theory and research in this field
- Identify different ways in which phenomena are addressed in this field, both theoretically and empirically

Indicative reading list

[Reading lists can be found in Talis](#)

Subject specific skills

1. Identify current topics and research questions in the field and understand how those may be applied to inform student's own research.
2. Understand how these may have informed management research more widely.
3. Critically evaluate theory and research in this field.
4. Identify different ways in which phenomena are addressed in this field, both theoretically and empirically.

Transferable skills

1. Develop and be able to evaluate research questions
2. Write clearly and succinctly, displaying a high level of conceptual understanding, and with appropriate use of referencing.
3. Give a clear and concise oral presentation to academic peers demonstrating their understanding of the chosen topic, adequately applying theory and research to their own research idea.

Study

Study time

Type	Required
Seminars	10 sessions of 3 hours (38%)
Private study	48 hours (62%)
Total	78 hours

Private study description

Self study and reflective learning.

Costs

No further costs have been identified for this module.

Assessment

You must pass all assessment components to pass the module.

Assessment group A

	Weighting	Study time	Eligible for self-certification
Assessment component			
Individual essay	100%	72 hours	Yes (extension)
Reassessment component is the same			

Feedback on assessment

Module leader feedback

Availability

There is currently no information about the courses for which this module is core or optional.