

-SQA- SCOTTISH QUALIFICATIONS AUTHORITY

**Hanover House
24 Douglas Street
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NATIONAL CERTIFICATE MODULE DESCRIPTOR

-Module Number- 7177031 **-Session-1991-92**
-Superclass- PK

-Title- **OCCUPATIONAL PSYCHOLOGY: THE INDIVIDUAL AND WORK**

-DESCRIPTION-

Purpose A student completing this module will have been introduced to the study of Psychology and will be in a position to undertake further modules in this area and progress to undertake a practical investigation.

This module has been designed as part of a series of modules at different levels of demand which accredit competence in Psychology. The series was designed to facilitate entry to Higher Education. However, the modules in the series may be used in their own right with senior school pupils, adult returners and those whose employment requires them to develop a psychological perspective.

Preferred Entry Level No formal recommendations for entry but students may benefit from 7177011 Introduction to Psychology which may be offered concurrently with this module.

Outcomes The student should:

1. explain how psychology can be used to contribute to the understanding of human behaviour in the working environment;
2. describe the main methods of investigation used by occupational psychologists;
3. identify the applications of occupational psychology.

Assessment Procedures Acceptable performance in the module will be satisfactory achievement of all the Performance Criteria specified for each Outcome.

The following abbreviations are used below:

PC Performance Criteria
IA Instrument of Assessment

Note: The Outcomes and PCs are mandatory and cannot be altered. The IA may be altered by arrangement with SQA. (Where a range of performance is indicated, this should be regarded as an extension of the PCs and is therefore mandatory).

OUTCOME 1 EXPLAIN HOW PSYCHOLOGY CAN BE USED TO CONTRIBUTE TO THE UNDERSTANDING OF HUMAN BEHAVIOUR IN THE WORKING ENVIRONMENT

- PCs
- (a) The selection of concepts from occupational psychology which can be applied to work experience is relevant.
 - (b) The application of selected concepts from occupational psychology is appropriate.

IA Extended Response

The student will be tested on his/her ability to explain how psychology can be used to contribute to the understanding of human behaviour in the working environment. The student should be provided with a checklist of occupational psychological concepts. The student should also be provided with an outline of an occupational situation and will be required to describe which of the concepts in the checklist can be applied to the situation and how these selected concepts can be applied to the situation.

Satisfactory performance will be that the student achieves all the Performance Criteria correctly.

OUTCOME 2 DESCRIBE THE MAIN METHODS OF INVESTIGATION USED BY OCCUPATIONAL PSYCHOLOGISTS

- PCs
- (a) Identification is made of the main methods of investigation applied in occupational psychology.
 - (b) The description of the main methods of investigation applied in occupational psychology is accurate.

IA Restricted Response

The student will be required to identify 4 methods used by occupational psychologists and describe the practical application of the 4 identified methods in the workplace.

The student will be required to write 75-100 words on each method.

Satisfactory performance will be that the student achieves all the Performance Criteria correctly.

OUTCOME 3**IDENTIFY THE APPLICATIONS OF OCCUPATIONAL PSYCHOLOGY****PCs**

- (a) An account of work experiences is obtained using appropriate methodology.
- (b) An account of work experiences is presented appropriately.
- (c) The use of relevant concepts from occupational psychology is made to comment on work experiences.

IA Assignment

The student will be tested on his/her ability to identify the applications of occupational psychology. The student will be required to undertake an interview with an individual in paid employment. The student will then be required to prepare a report on the interview commenting on the interviewee's work experiences using concepts from occupational psychology. The report should include a description of the aims, methods and results of the interview. A discussion of these results should also be included and clear conclusions should be drawn.

Satisfactory performance will be that the student achieves all the Performance Criteria correctly.

The following sections of the descriptor are offered as guidance. They are not mandatory.

CONTENT/CONTEXT

Corresponding to Outcomes 1-3:

1. Suggested content areas, without implying exclusivity, might be:
 - Motivation
 - Leadership/Management Development/Supervisory Skills
 - Communication - structure and methods
 - Training and Development
 - Recruitment and Selection Techniques, eg.
 - Psychological Testing and Interviewing
 - Stress-counselling.
 2. Particular attention should be paid to the methods used to analyse problems at work, collect information and plan action.

The methodology which should be emphasised in this module is:

 - (i) Surveys/questionnaires/interviews
 - (ii) Experimentation - field/laboratory
 - (iii) Observation - participant/non-participant
 - (iv) Case study
 3. An interview with someone in paid employment. The student should describe the aims of the interview, the methodology and the results. Results may include material from the interviewee such as a letter of appointment, job description, (or a job description written by the student from information given by the interviewee). Results will probably be qualitative rather than quantitative. The student should also discuss the results to include an analysis of the information obtained at the interview, and conclusions should be reached.
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SUGGESTED LEARNING AND TEACHING APPROACHES

1. Where relevant the teaching approach should draw upon the practical experience of the students eg. part-time jobs, previous work experience etc. This might be supplemented with accounts from real life experience eg. job profiles, textbook accounts, participate observation, guest speakers, visits.

Students also should be encouraged to compare recognised theories within each of the context areas.
2. Videotaped material may assist in demonstrating some of the techniques and methods suggested.

Practical class exercises should be used eg. on psychological testing and interviewing.

Simulations and games might also be useful.

3. The interview could be run concurrently with Outcomes 1 and 2. Teaching of it will be confined to assisting with the planning of the interview and review session afterwards.

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