**MODULE SPECIFICATION**

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*Refer to guidance notes for completion of each section of the specification.*

| Module Code: | PSYON718 |
|---|---|

| Module Title: | Personality at work |
|---|---|

| Level: | 7 | Credit Value: | 15 |
|---|---|---|---|

| Cost Centre(s): | GAPS | JACS3 code:<br>HECoS code: | C811<br>100950 |
|---|---|---|---|

| Faculty | FSLS | Module Leader: | Mandy Robbins |
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| Scheduled learning and teaching hours | 15 hrs |
|---|---|
| Placement tutor support | 0 hrs |
| Supervised learning eg practical classes, workshops | 0 hrs |
| Project supervision (level 6 projects and dissertation modules only) | 0 hrs |
| **Total contact hours** | 15 hrs |
| Placement / work based learning | 0 hrs |
| Guided independent study | 135 hrs |
| **Module duration (total hours)** | 150 hrs |

| Programme(s) in which to be offered (not including exit awards) | Core | Option |
|---|---|---|
| MBA Psychology | ✓ | ✓ |

| Pre-requisites |
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| None |

| **Office use only** | |
|---|---|
| Initial approval:     04/06/2020<br>With effect from:    01/09/2020 | Version no: 1 |
| Date and details of revision: Nov 2021 – admin correction module code | Version no: 2 |

Template updated: September 2019

| **Module Aims** |
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| This module covers key psychological and practical considerations related to personality that impact on people's experiences within the workplace. In this course, you will cover different approaches to personality theory that are pertinent to the modern workplace and develop an understanding of how these theories can be applied to understand and enhance the experiences of people in an organisation, as well as the ethical application of psychometric testing for recruitment purposes. |

| **Module Learning Outcomes - at the end of this module, students will be able to** | |
|---|---|
| 1 | Critically discuss the role of individual differences in the workplace. |
| 2 | Develop a systematic understanding of at least two different models of personality and their application in the workplace |
| 3 | Critically evaluate a range of psychometric tests to measure personality employed in the workplace. |
| 4 | Evaluate the relationship between personality and work related psychological health. |

| **Employability Skills** <br> **The Wrexham Glyndŵr Graduate** | **I = included in module content** <br> **A = included in module assessment** <br> **N/A = not applicable** |
|---|---|
| *Guidance: complete the matrix to indicate which of the following are included in the module content and/or assessment in alignment with the matrix provided in the programme specification.* | |
| **CORE ATTRIBUTES** | |
| Engaged | I/A |
| Creative | I |
| Enterprising | I |
| Ethical | I |
| **KEY  ATTITUDES** | |
| Commitment | I |
| Curiosity | I/A |
| Resilient | N/A |
| Confidence | I |
| Adaptability | N/A |
| **PRACTICAL  SKILLSETS** | |
| Digital fluency | I/A |
| Organisation | I/A |
| Leadership and team working | I |
| Critical thinking | I/A |
| Emotional intelligence | I/A |
| Communication | I/A |

| **Derogations** |
| :--- |
| NONE |

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| **Assessment:** | | | |
| :--- | :--- | :--- | :--- |
| Indicative Assessment Tasks: | | | |
| Indicative portfolio(3,000 words) content:<br>    1. Work journal – from which a reflective piece would be written considering observations of applying one of the personality theories discussed to the student's context.<br>    2. Multiple-choice questionnaire(s).<br>    3. Completing free to use psychometric tests provided by the course team and critiquing their effectiveness at measuring the psychological concepts discussed.<br>    4. Critically evaluation of two peer review journal articles that take a different perspective on one of the module topics. | | | |
| Assessment number | Learning Outcomes to be met | Type of assessment | Weighting (%) |
| 1 | 1,2,3,4 | Portfolio | 100% |

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| **Learning and Teaching Strategies:** |
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| The overall learning and teaching strategy will include a series of lectures with accompanying media devices. There will be a mix of supporting notes/along with directed study for students to complete as they work through the material and undertake the assessment tasks. The use of a range of digital tools within the virtual learning environment together with additional sources of reading will also be utilised to promote breadth and depth of learning. |

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| **Syllabus outline:** |
| :--- |
|     1. Introduction to up to trait personality theory.<br><br>    2. Introduction to type personality theory.<br><br>    3. Personality in the workplace.<br><br>    4. Psychometric testing in the selection process.<br><br>    5. Psychometric testing in the work place.<br><br>    6. Attitude towards work.<br><br>    7. Work related psychological health |

| **Indicative Bibliography:** |
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| **Essential reading** |
| Furnham, A. (2008). *Personality and intelligence at work*. London: Routledge |
| **Other indicative reading** |
| **Indicative journals:**<br>Journal of Occupational Health Psychology<br>Journal of Occupational and Organizational Psychology<br>Journal of Occupational and Organizational Psychology<br>Organizational Psychology Review<br>Industrial and Organizational Psychology<br>Journal of Organizational Psychology<br>Journal of Organizational Moral Psychology |