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We're here to make ambition count.

Stand for ambition.
kent.ac.uk

Organisational and Business Psychology
MSc, PgDip, PgCert

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abp
The Association for Business Psychology
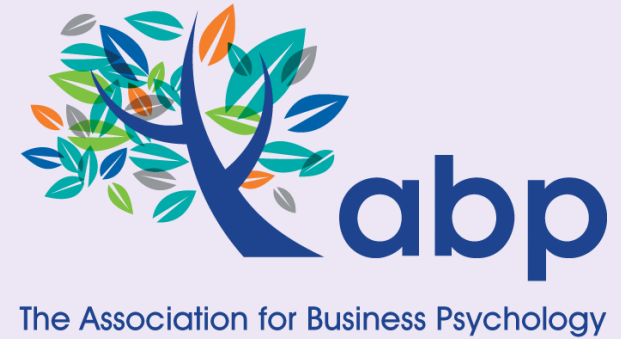
Welcome!

- Introduction
- Overview of the course modules
- How to navigate Kent systems: Kent Vision, Moodle & Presto
- Questions
- Introduction to each other

Dr Hannah J. Swift

University of Kent

- Ageism, age-equality and age-diversity, attitudes to ageing
- Consequences of age-stereotypes in contexts →hiring, decisions to retire, impact of ABST on cognitive & physical performance and workplace outcomes job satisfaction
- Tackling ageism, intergenerational relations in the workplace, mindfulness practices
- Past student/possible projects:
    - Experiences and consequences of ageism in fashion
    - Experiences of ageism, motivation and retirement decisions
    - Age diversity, job satisfaction & productivity
    - Age norms and bias in hiring decisions
    - Mindfulness interventions to reduce age –bias in hiring decisions
    - Intergenerational contact to reduce age-bias in hiring decisions

- H.J.Swift@kent.ac.uk
- Woodlands, Giles Lane
- Office hours: Mondays 4-5pm (online) Tuesdays 11-12 (in-person or online)
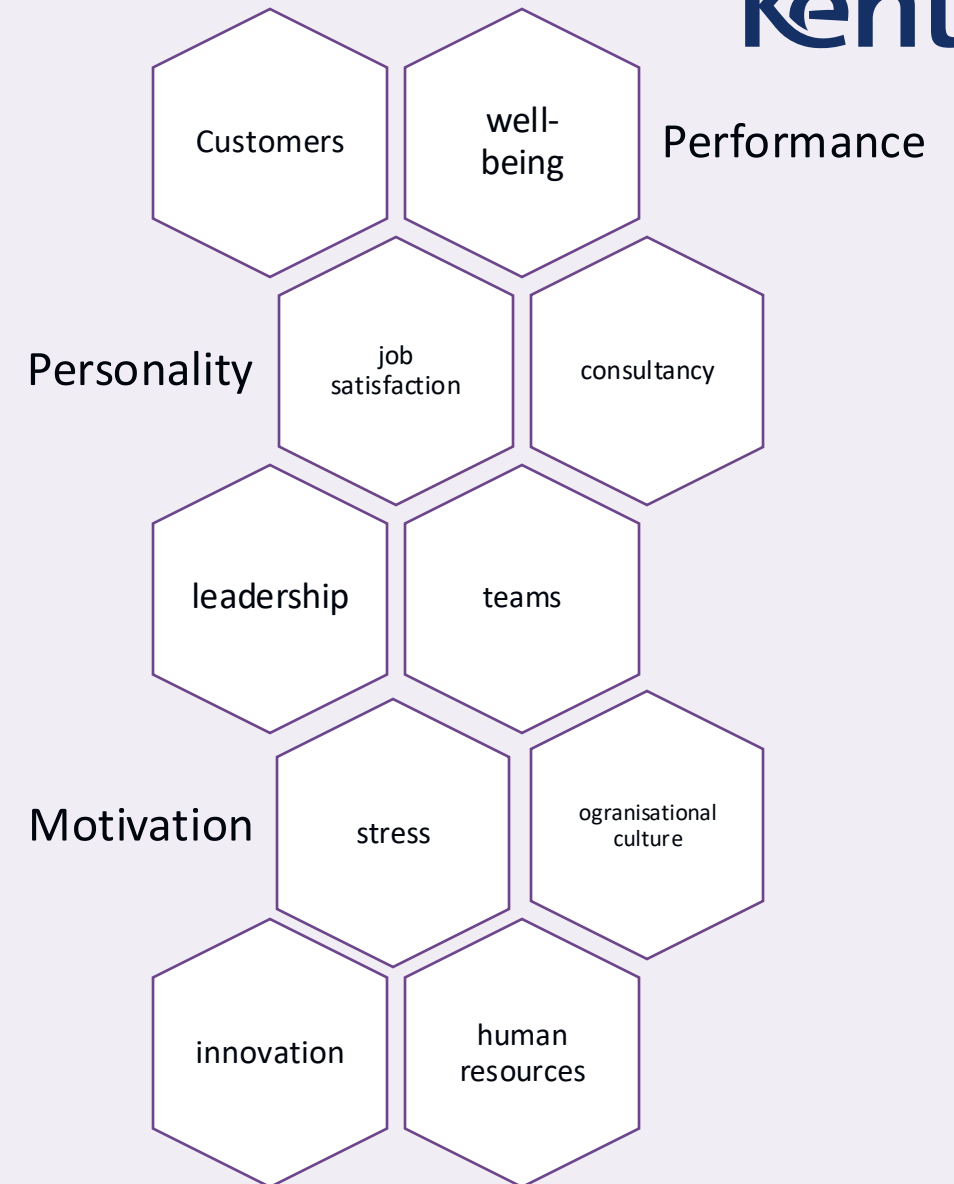- By appointment – email me!

NatCen Social Research

Equality and Human Rights Commission

Centre for Ageing Better

Silver Marketing Association

What is Organisational Psychology?

- An interdisciplinary subject, bridging psychology and organisational behaviour

- The scientific study of human thoughts, feelings or behavior in the workplace

- Application of psychological theory to business, labour markets, organisations or workplace policies

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Customers

well-being

Performance

Personality

job satisfaction

consultancy

leadership

teams

Motivation

stress

ogranisational culture

innovation

human resources

Why Does it Matter?

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- **The Assoication for Buisness Psychology:**

"Business Psychology is the study and practice of improving working life. It combines understanding of the science of human behaviour with experience of the world of work to attain effective and sustainable performance for both individuals and organisations".

- It is an *applied science* investigating how to make people and organisations more effective.

- It allows *cross fertilization of experience* from business into psychology, and of academic knowledge and rigour from psychology into business.

- **The workplace is facing major challenges:**

- Talent Shortages.

- Skills Development.

- Hybrid and flexible working.

- Globalisation.

- Automation/AI.

- Employee stress and well-being.

- Diversity & Inclusion.

- More layers; more complexity.

- The need for business psychologists to help meet these challenges has never been greater. . .

What does the degree cover?

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Applying psychological theories and principles to organisations and businesses with the view of enhancing individual, organisational or business outcomes

Our MSc has three main themes

Enhancing theoretical knowledge – social, organisational and business psychology

Learning practical skills and how to apply theory to solve organisational or business issues

Research skills – design, methods, analysis, evaluation

Teaching & Delivery

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On campus

On demand → lectures available to watch once released

Module specific pre-recorded / online elements

Moodle is our learning platform- lecture slides/ recordings, readings, submitting coursework

Core modules

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Psychological Theory

Leadership, groups and organisations

The Psychology of selection and assessment

Workplace wellbeing and development

Business Psychology in Practice

Entrepreneurship

Solving social and organisational problems

Research Skills

Advanced methods & statistics

Research skills for psychologists

Research dissertation

Terms

- Autumn
  - **Research Methods & Statistics**
  - **Entrepreneurship OR The Psychology of Social Challenges**
- Spring
  - **Workplace Wellbeing & Development**
  - **The Psychology of Selection and Assessment**
- Summer
  - **Leadership, Groups & Organisations**
  - **Solving Social & Organisational Problems**

- All
  - **Professional Research Skills for Psychologists (developing your dissertation project)**
- Summer +
  - **Research Dissertation (writing your dissertation/ research project)**

Pick 1 optional module

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Entrepreneurship, Innovation and Creativity

The Psychology of Social Challenges

The Research Dissertation

- Supervised empirical research project

- High degree of flexibility

- Work with external partner organisation encouraged

- Meet with supervisors once a month

- Can work on own or in groups / pairs to collect data, but project must be individual

- Secondary data analysis or online data collection options

- Check [SharePoint](#) → contact an academic and discuss

Teaching Staff

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Dr Hannah J Swift
Psychology of Selection & Assessment
Solving social & organisational problems
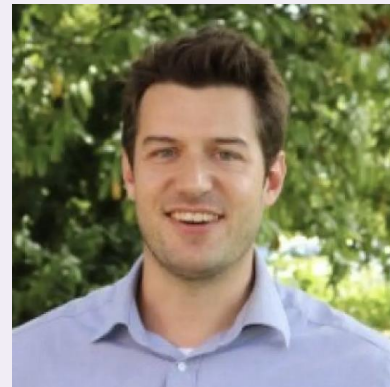Program Director
H.J.Swift@kent.ac.uk

Christie Marsh
Workplace wellbeing & Development
C.J.Marsh@kent.ac.uk

Dr Hannah Zibell
Leadership, Groups & Organisations
H.Zibell@kent.ac.uk

Prof. Roger Giner-sorolla
r.s.giner-sorolla@kent.ac.uk
Research Statistics and Methods

Dr David Kelly
Developmental lecturer
Dissertation modules convenor
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Julia Shalet
Entrepreneurship Innovation and
Creativity
julia@productdoctor.co.uk

Prof Aleksandra Cichocka
The Psychology of Social
Challenges
a.k.cichocka@kent.ac.uk

Supervision – details will come when term starts

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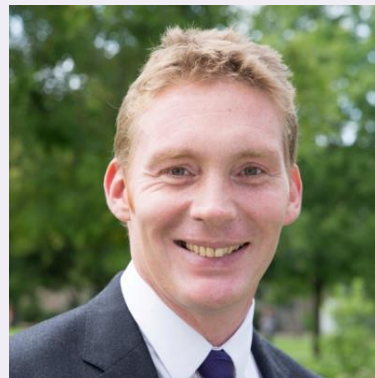Dr Nikhill Sengupta
n.sengupta@kent.ac.uk

Dr Jim Everatt
j.a.c.everett@kent.ac.uk

Dr Tim Hopthrow
t.hopthrow@kent.ac.uk

Prof. Dominic Abrams
Director of the Centre for the Study of Group Processes
d.abrams@kent.ac.uk

Prof. Robbie Sutton
R.Sutton@kent.ac.uk

Dr Benjamin Ruisch
b.ruisch@kent.ac.uk

What's next?

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- Business psychologist
- Human resource management
- Recruitment
- Coaching
- Training
- Learning & Development
- Research & Development
- Equality & Diversity
- Project Management
- Academic research

Linked **in**

abp

The Association for Business Psychology

Important email addresses

Nexus staff can help with any query, signposting you in the right direction.

Engagement Support	**EngagementSupport@kent.ac.uk**	**We provide all taught students with personalised and individual advice and practical support for your specific circumstances.**
Employability and Placements	**CareerHelp@kent.ac.uk**	**We can help with specialist careers advice as well as employability and placement development and support.**
Student Voice, Events and Experience	**StudentExperience@kent.ac.uk**	**We can help with questions about Student Voice Forums, student representation, module evaluations, academic communities, events and student feedback.**
Course administration	**ProgAdmin@kent.ac.uk**	**We are responsible for all UG, and PGT student administration including timetabling and exams processes.**
IT and Technical services	HelpDesk@kent.ac.uk	**We can help with IT support requests including email and software, IT in teaching spaces, and provision of computer hardware for staff in the Division as well as questions about campus buildings, furniture and telephones.**

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Kent Systems

- Kent Vision for updating your information, your marks, individual learning plans (see student support services), your transcripts

- Moodle, to see your modules, readings, submission points, feedback files & marks, asking questions
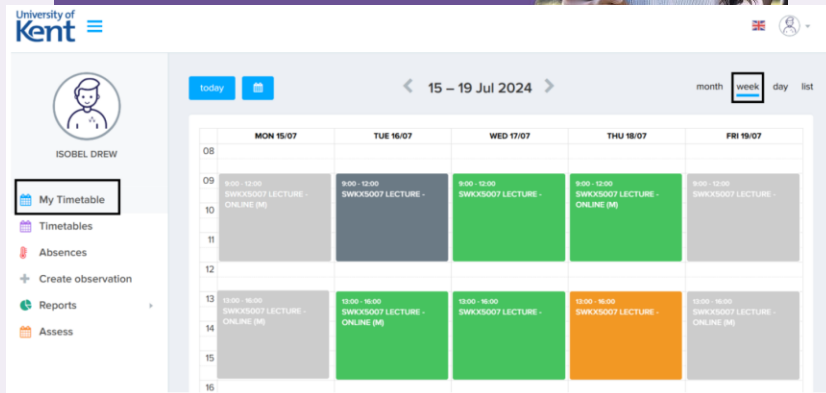
- PRESTO for your timetable and for attendance or an absence

Presto Timetable

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Shall we try accessing your Presto Timetable?

📱 **Step 1:**
Scan the QR code on this slide to open **Presto**.

📅 **Step 2:**
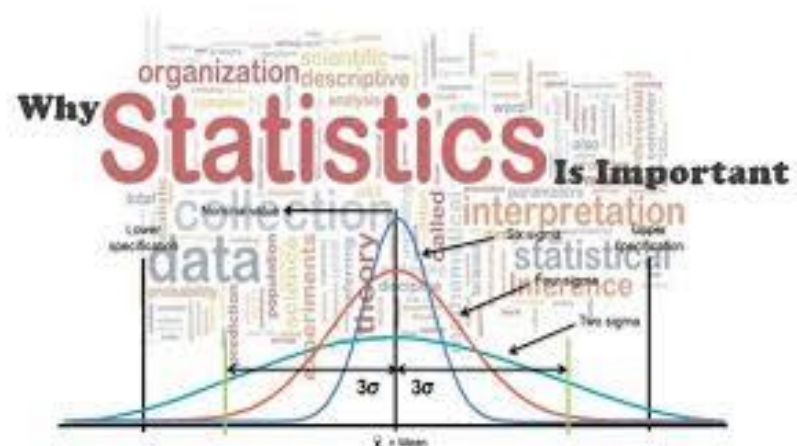You will see your timetable. Click the **calendar symbol** to view future dates.

✅ **Step 3:**
To record your attendance:

• Select the event you are attending.

• Enter the **code your lecturer or adviser provides** at the start of the session.

SCAN ME

What's Next…

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Thank you.