MSc

Business Psychology and Strategic People Management

Study mode	**Duration**	Apply by: **11 September 2026**
Full-time	12 months	Starts on: **28 September 2026**
Part-time	24 months	

About this course

The new MSc Business Psychology and Strategic People Management provides a unique opportunity to study the intersection between the psychology of work and organisations alongside major principles and practices of strategic human resource management. It demonstrates how successful development and management of people in the workplace has the potential to transform organisational performance, innovation and employee wellbeing.

Introduction

This comprehensive programme encompasses a wide range of core and elective topics, including psychological assessment at work, strategic leadership and organisational change, well-being and work design, learning and organisational performance, as well as contemporary topics in people management such as diversity, equality and workplace inclusion, ethics and sustainability, the emerging role of artificial intelligence in people management, as well as people analytics.

This programme strongly focuses on developing professional behaviours and skills and understanding how to critically leverage research evidence to inform responsible people

management strategies and decisions. You will also be adept at interpreting people data and the latest research findings to enhance people management practices and optimise employee development, engagement, and wellbeing at work.

Additionally, you will learn how to apply theoretical concepts by engaging in real-world case study analysis and consultancy challenges and develop tailored solutions for addressing current business challenges in people management and the psychology of work. By combining the core principles of organisational psychology and human resource management, this MSc seeks to cultivate confident, competent and socially responsible people management leaders of the future.

Who is this course for?

This is an ideal programme for aspiring leaders, recent graduates, and professionals looking to specialise in the people-focused side of the business. You'll gain hands on experience in real world challenges, preparing you to make a meaningful impact on employee wellbeing, engagement, and organisational success.

What you'll learn

- Strategic Human Resource Management
- Wellbeing and Work Design
- Learning and Performance in the Workplace
- Psychological Assessment at Work
- Strategic Leadership
- Organisational Change and Development
- Contemporary Issues in People Management

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Course content

Discover what you'll learn, what you'll study, and how you'll be taught and assessed.

Semester one

During the first semester, you will undertake three compulsory modules of 20 credits each (60 credits in total).

COMPULSORY MODULES

- **ULMS786 International HRM Strategy and Practice**
  This module will equip students with an overview of the people profession, what it means to be a people professional and the role of strategic Human Resource Management (HRM) in influencing organisational effectiveness, especially within the changing world-of-work. This module will equip students with this knowledge alongside an understanding of HRM strategies and how these can influence motivation, engagement, and well-being of employees. It will also introduce students to HRM practices in contemporary organisations, facilitating reflection on recent trends in the sector and the wider global environment. Drawing on relevant academic literature and organisational practice, this module will also examine how well-being approaches can enable a resilient workforce and healthy working environment. Finally, the module will support students' development of subject specific and key transferable skills necessary for employment in positions related to the management of people and human resources

- **ULMS700 Strategic Leadership and Organisational Change**
  This module will explore how to drive positive change for both organisations and employees, drawing on the roles of leadership and conflict within employment relationships. Beginning with a theoretical and historical overview, students will examine traditional approaches to understanding and managing change and conflict, as well as how to build a case for organisational change, engage people to enable sustained transformation, and manage conflict arising from change. Through this, students will develop skills to innovate and drive change at a sustainable pace, with an awareness of cross-cultural differences and tactics for handling conflict in various situations. Alongside this, the module will provide a comprehensive understanding of leadership theory and its relevance across diverse business contexts and cultures, highlighting how effective leadership skills and behaviours are crucial to organisational functioning, performance, and innovation. Students will build foundations for effective decision-making, motivation, and awareness of leadership challenges by analysing

leadership attributes and skills. Moreover, they will develop interpersonal skills essential to effective leadership, such as communication, situational decision-making, moral-based leadership, and inclusive decision-making. The module will also critically examine the topics of leadership and change alongside broader psychological, sociological, behavioural, and cultural dynamics in contemporary workplaces, equipping students with understanding of how leaders anticipate and respond to evolving organisational environments.

- **ULMS881 Work Design and Wellbeing**
  This module aims to equip students with the foundation skills, knowledge and understanding needed by a practitioner Occupational Psychologist working to design work more effectively and manage and promote well-being. The module takes a multi-level perspective, starting with a focus on the individual in the workplace, understanding occupational health psychology and how jobs and work environments can be best designed to foster work motivation, engagement, positive job attitudes, work-life balance, and positive organisational outcomes. The topics of stress in the workplace, and how to manage it, along with the implications for promoting resilience, workplace health and safety, risk management and the psychology of human error are also critically examined. The module then moves to the group level of analysis to explore how individuals' function in groups, examining psychological theories of group processes and team effectiveness, before moving to the organisational level of analysis, exploring major theories relating to organisational structure, design, and culture. The module concludes with a critical consideration of the changing nature of work, work design and work environments, including dispersed, hybrid and virtual working, and the application of theory to practice through the consulting cycle.

Programme details and modules listed are illustrative only and subject to change.

Semester two

During the second semester, you will undertake three compulsory modules of 20 credits each (60 credits in total).

- **ULMS522 Managing Performance and Developing People**
  This module will provide students with an understanding of the role that managing performance, rewards, learning, training and development play in achieving desirable organisational, group and individual outcomes. The module draws upon the latest evidence-based knowledge, trends and practice to equip students with the ability to critically understand, evaluate and apply theories, concepts and tools relating to performance management, rewards, organisational, group and individual performance and learning (online and face-to-face), training design and delivery,

succession planning, organisational development and individual professional development. Students will gain an appreciation for how performance management and human resource (HR) development initiatives are crucial for enacting organisational strategy and enabling innovation. The module will also consider recent trends in the sector and wider environment, including international perspectives. It will also reflect on the role of current and future technology including artificial intelligence and people analytics and their impact on the workforce and people practices.

- **ULMS884 Psychological Assessment at Work**
  This module aims to equip students with the fundamental skills, knowledge and understanding needed by business psychologists working in the field of psychological assessment. The module begins by exploring the strategic role that assessment plays in managing selection and recruitment in the workplace, as well as for on-going appraisal, performance management, and career development processes in organisations. Students will develop practical skills in conducting job analysis, as well as critical awareness of a range of selection methods available to organisations (e.g., interviews, assessment centres, and situational judgement tests) and how these differ in terms of reliability, validity and practical utility. The module will also cover psychometric theory and test construction, with students gaining a detailed understanding of how individuals differ in terms of personality and cognitive ability, and the implications this has for selection. Finally, the module emphasises the importance of ethical awareness in decision making, with a particular focus on diversity, fairness and candidate reactions to the assessment process.

- **ULMS875 Evidence-Based Practice and People Analytics**
  This module aims to build on the theoretical foundations of the programme and develop core knowledge and skills to enable students to become highly credible and impactful people professionals. This module will equip students with the understanding and insight required as people professionals to identify, gather, synthesise, analyse, interpret, report and present people management-related data that can aid insightful and evidence-based decision making. The module will provide students with the skills and insight required to enable the exploration of people management issues and problems in a methodical and ethical way, using data and analytics to shape evidence-based solutions. Approaches will involve analysis, interpretation, and presentation of people data in a meaningful way to different stakeholders. Moreover, the module will prepare students to clearly communicate evidence-based decisions and findings to the wider practitioner community and society, contributing to reducing the gap between academic research and practice, thereby enhancing evidence-based practice.

Programme details and modules listed are illustrative only and subject to change.

Final project

For your final project, you will select one optional module from the options below:

- **ULMS719 Advanced Management Research**
  This optional module provides students with the opportunity to develop knowledge and understanding of the multi-level processes involved in organisational and managerial practices, with a focus on business analysis, strategic decision-making, and practical application. The module includes common training in data analysis, research, and proposal development, equipping students with the essential skills to undertake in-depth investigations and present information coherently to support recommended courses of action. Students will have the flexibility to pursue one of several project options: business planning, consultancy reports, industry analysis or empirical investigation. The individual assignment allows students to critically evaluate and synthesise relevant theories, models, and practices of management, applying them to a specific area of research within their MSc programme

- **ULMS790 Dissertation**
  Conduct an academically oriented research project based on a case, organisation, or context of their choice.

Programme details and modules listed are illustrative only and subject to change.

Teaching and assessment

How you'll learn

The approach to teaching and learning will combine the use of large group in-person and asynchronous lectures, small group seminars (or workshops), scheduled seminar preparation sessions, and cross-programme contemporary issues sessions. Seminars are face-to-face in smaller groups and are interactive. Seminars will be discipline appropriate and consist of computer labs, case studies, problem solving sessions and discussion. In addition, the programme has a series of "contemporary topics" sessions which will include research by faculty, external guest speakers and presentations from alumni and members of the advisory board. This framework allows for asynchronous delivery of lectures, making use of high-quality electronic resources. These asynchronous sessions will be bookended by live lectures and appropriately scaffolded with supporting online learning material.

How you're assessed

The programme includes a balanced assessment strategy which includes combination of written individual assignments and reports, group presentations, a learning journal, quizzes, and a dissertation. This variety allows students to develop confidence across multiple formats, catering to different strengths and providing broad opportunities for academic growth. The programme also embraces 'authentic assessment' by including practical assignments which give students the opportunity to apply their learning in real-life situations, group tasks that involve developing evidence-based analysis to real-life leadership scenarios, and reflective portfolios to capture personal learning and implications for future professional practice. These forms of assessment require students to present their findings in different formats for different stakeholders, aiding the development of student confidence and preparing them to become well-rounded graduates.

Liverpool Hallmarks

We have a distinctive approach to education, the Liverpool Curriculum Framework, which focuses on research-connected teaching, active learning, and authentic assessment to ensure our students graduate as digitally fluent and confident global citizens.

The Liverpool Curriculum framework sets out our distinctive approach to education. Our teaching staff support our students to develop academic knowledge, skills, and understanding alongside our **graduate attributes**:

- Digital fluency
- Confidence
- Global citizenship

Our curriculum is characterised by the three **Liverpool Hallmarks**:

- Research-connected teaching
- Active learning
- Authentic assessment

All this is underpinned by our core value of **inclusivity** and commitment to providing a curriculum that is accessible to all students.

Careers and employability

This course is designed to boost employability in fields where understanding people dynamics and effective management are key. It will prepare you to advance in roles related to business psychology, human resources, consultancy, and people management. You will become an attractive candidate for organisations seeking to cultivate and effective leadership.

- You will gain practical experience by engaging with real worlds case studies and consultancy challenges, allowing you to apply theoretical knowledge in practical contexts.
- You will develop the necessary skills for people management, including interpreting data, applying psychological assessments, and creating solutions for workplace challenges.
- You will be prepared for a range of career opportunities, particularly in roles involving employee engagement, HR consulting, strategic leadership, and organisational development.

Career support from day one to graduation and beyond

Career planning

From education to employment

Networking events

Fees and funding

Your tuition fees, funding your studies, and other costs to consider.

Tuition fees

UK fees (applies to Channel Islands, Isle of Man and Republic of Ireland)

Full-time place, per year - £15,000
Part-time place, per year - £7,500

International fees

Full-time place, per year - £30,000
Part-time place, per year - £15,000

Tuition fees are for the academic year 2026/27.

Tuition fees cover the cost of your teaching and assessment, operating facilities such as libraries, IT equipment, and access to academic and personal support.

- You can pay your tuition fees in instalments.
- All or part of your tuition fees can be funded by external sponsorship.
- International applicants who accept an offer of a place will need to pay a tuition fee deposit.

If you're a UK national, or have settled status in the UK, you may be eligible to apply for a Postgraduate Loan worth up to £12,167 to help with course fees and living costs. **Learn more about paying for your studies**.

Additional costs

We understand that budgeting for your time at university is important, and we want to make sure you understand any course-related costs that are not covered by your tuition fee. This could include buying a laptop, books, or stationery.

Find out more about the additional study costs that may apply to this course.

Entry requirements

The qualifications and exam results you'll need to apply for this course.

Postgraduate entry requirements

We accept a 2:2 honours degree from a UK university, or an equivalent academic qualification from a similar non-UK institution. This degree can be in any subject discipline.

International qualifications

Select your country or region to view specific entry requirements.

Many countries have a different education system to that of the UK, meaning your qualifications may not meet our entry requirements. Completing your Foundation Certificate, such as that offered by the University of Liverpool International College, means you're guaranteed a place on your chosen course.

English language requirements

You'll need to demonstrate competence in the use of English language, unless you're from a majority English speaking country.

We accept a variety of international language tests and country-specific qualifications.

International applicants who do not meet the minimum required standard of English language can complete one of our Pre-Sessional English courses to achieve the required level.

IELTS

6.5 overall, with no component below 6.0

Duolingo English Test

125 overall, with writing not less than 125, speaking and reading not less than 115, and listening not below 110. For academic year 2025/26 only, we will also accept the production, literacy, comprehension and conversation score set: 120 overall, with no component below 105.

Pre-sessional English

Do you need to complete a Pre-sessional English course to meet the English language requirements for this course?

The length of Pre-sessional English course you'll need to take depends on your current level of English language ability.

Pre-sessional English in detail

If you don't meet our English language requirements, we can use your most recent IELTS score, or the equivalent score in selected other English language tests, to determine the length of Pre-sessional English course you require.

Use the table below to check the course length you're likely to require for your current English language ability and see whether the course is available on campus or online.

Your most recent IELTS score	Pre-sessional English course length	On campus or online
6.0 overall, with writing at 6.0 and no component below 5.5	6 weeks	On campus or online
5.5 overall, with writing at 5.5 and no component below 5.0	10 weeks	On campus or online
5.5 overall, with no more than one component at 5.0	12 weeks	Online
5.5 overall, with no component below 5.0	20 weeks	On campus

Your most recent IELTS score	Pre-sessional English course length	On campus or online
5.0 overall, with no more than one component at 4.5	30 weeks	On campus
4.5 overall, with no more than one component at 4.0	40 weeks	On campus

If you've completed an alternative English language test to IELTS, we may be able to use this to assess your English language ability and determine the Pre-sessional English course length you require.

Please see our guide to Pre-sessional English entry requirements for IELTS 6.5 overall, with no component below 6.0, for further details.

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