



UNIVERSITY OF  
LIVERPOOL

MSc

# Occupational and Organisational Psychology

**Study mode**

Full-time

**Duration**

12 months

Apply by: **29 August 2025**

Starts on: **22 September 2025**

## About this course

Designed and delivered by leading academics and experts in their field, the MSc Occupational and Organisational Psychology programme is a British Psychological Society (BPS) Accredited Programme focused on developing the future generation of practitioners in occupational psychology who can make a positive difference to the effectiveness and well-being of people and organisations.

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## Introduction

The programme draws upon the latest evidence and cutting-edge research to cover all major aspects of occupational psychology, enabling students to develop a critical understanding of how research into human behaviour at work can be applied to enhance the effectiveness of people and organisations at work.

Core areas include; leadership, motivation and engagement; well-being at work; work design, organisational change and development; psychological assessment at work; and learning, training and development.

Students also undertake a supervised empirical research project, building their knowledge of research methods in psychology and developing skills in the conduct of research in organisational contexts.

In doing so, the MSc Occupational and Organisational Psychology equips students with the knowledge base and practical skills necessary for a career in occupational psychology and constitutes Stage 1 of the BPS Qualification in Occupational

Psychology. It also provides a strong foundation for those who would consider progressing to a Doctor of Philosophy programme.

The MSc Occupational and Organisational Psychology is based within the [Work, Organisation and Management \(WOM\) Department](#) in the [University of Liverpool Management School](#). Designed and delivered by leading academics and experts in their field, the MSc OOP programme is directly informed by the research of WOM members.

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## Who is this course for?

This programme has been designed for students who hold a [British Psychological Society \(BPS\)](#) Psychology bachelor's degree providing Graduate Basis for Chartered Membership (GBC).

Applicants with a Psychology bachelor's degree *not* accredited by the (BPS) accredited are advised to apply for the [MSc Organisational Psychology](#) pathway instead.

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## Accreditation

The University of Liverpool Management School (ULMS) is one of an elite group of institutions worldwide to hold the gold standard 'triple-crown' accreditation from AACSB, AMBA and EQUIS.

The MSc Occupational and Organisational Psychology programme is a British Psychological Society (BPS) Accredited Programme. All programmes that are accredited by the British Psychological Society have met rigorous criteria, which means if you graduate from a BPS-accredited course, you will be eligible for Graduate Basis for Chartered Membership (GBC) of the society.

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### Accreditation in detail

#### AACSB

AACSB Accreditation Standards require a high quality teaching environment, a commitment to continuous improvement, and curricula responsive to the needs of businesses. This achievement means that the Management School meets specific standards of excellence. It also means it's committed to on-going improvement in delivering high quality education.

## **AMBA**

AMBA is the highest standard of achievement in postgraduate business education. MBA students and graduates, business schools and employers all recognise it as a gold standard. AMBA's rigorous criteria and assessment process ensure that only programmes that demonstrate the highest standards in teaching, learning and curriculum design; career development and employability; and student, alumni and employer interaction achieve accreditation.

## **British Psychological Society**

The British Psychological Society is the representative body for psychology and psychologists in the UK. This programme is BPS accredited, meaning it meets the BPS' standards for education and training.

## **EQUIS**

The School is also accredited by EQUIS, which is the leading international system of quality assessment, improvement and accreditation of higher education institutions in management and business administration. Institutions that are accredited by EQUIS must demonstrate not only high general quality in all dimensions of their activities, but also a high degree of internationalisation and corporate connections.

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# Course content

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

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## Semester one

**Please note the structure of this programme remains subject to approval following exciting developments for our September 2025 students. If you receive an offer for this programme, you will be advised of any amendments that are made prior to the programme's start date.**

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

### COMPULSORY MODULES

- **ULMS880 Advanced Research Methods in Organisational Psychology**

Given that occupational psychology is a highly applied and evidence-based discipline, the aim of this module is to equip students with the knowledge and understanding of research design, methodology and data analysis necessary for advanced scholarship in this field. Students will be exposed to both quantitative and qualitative research design and methodological approaches and will have the opportunity to develop skills in both areas through a series of seminars and practical workshops. Throughout the module, students will be supported by module staff and an allocated Project Supervisor to develop a research proposal, which will focus on the empirical investigation of a practical organisational problem of their choosing within the five BPS curriculum areas of occupational psychology. The module will carefully consider ethical issues that may arise in conducting research, and students will be required to critically reflect on the ethical considerations relevant to their own research proposal. The module will also enable students to critically evaluate academic papers and assess the effectiveness of research strategies and methods used in the literature, more generally. Moreover, it will prepare students to disseminate and clearly communicate research ideas and findings to both academic and practitioner audiences, including the wider society, contributing to reducing the gap between academic research and practice and enhancing evidence-based management..

- **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 Well-being**

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.

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## **Semester two**

**Please note the structure of this programme remains subject to approval following exciting developments for our September 2025 students. If you receive an offer for this programme, you will be advised of any amendments that are made prior to the programme's start date.**

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

- **ULMS884 Psychological Assessment at Work**

This module aims to equip students with the fundamental skills, knowledge and understanding needed by practitioner Occupational 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.

- **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.

- **ULMS794 The Contemporary People Professional**

The contemporary people professional is commonly required to recognise and make decisions in new, complex, dynamic, and ambiguous situations. In an

interconnected world of business, this is even more challenging. This module helps students to develop the knowledge and skills required to engage effectively with contemporary and emerging issues by placing ethical and sustainable values at the heart of people management. It is designed to equip students with the tools and skills to critically and reflexively examine and develop their professional selves, with particular reference to their responsibilities for managing people. Further, students will be enabled to reflect critically on the ethical nature of business and people management as well as on their personal values and their own role as ethical agents in the organisation. Grounded in an understanding of the importance of creating an inclusive and safe work environment, this module helps student develop an inclusive mindset to ensure their people practices are effective in diverse contexts, including in international business. In sum, the module aims to help students create the understanding and awareness, skill sets, and professionalism required for being highly sought after people professionals in the world of business.

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

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## Final project

You will complete your course with a final 60-credit applied research project or dissertation.

For your final project you will be supported by an academic supervisor

- **ULMS883 Dissertation in Organisational Psychology**

The aim of this module is to build on the knowledge and skills acquired in ULMS880 Advanced Research Methods in Organisational Psychology, and enable students to execute an independent, applied and significant piece of research in the field of organisational psychology, under the supervision of an allocated member of academic staff. The applied focus of the research dissertation aims to enable students to further develop and embed their conceptual skills, data analytical skills, ethical awareness, critical evaluation skills, as well as their ability to effectively communicate their research findings to both an academic and practitioner audience. Students on this module are required to conduct a piece of independent fieldwork, in which they collect and analyse primary data relating to their chosen dissertation topic.

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

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## 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.

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# Careers and employability

The MSc Occupational and Organisational Psychology programme provides the foundation knowledge and skills to enable professional training and subsequently to pursue a professional career as a Registered Occupational Psychologist.

You will have access to a specialist, in-house [postgraduate careers team](#) and have access to one-to-one careers guidance, workshops, seminars, and employability initiatives.

Upon successful completion, the MSc Occupational and Organisational Psychology provides you with Stage 1 of the BPS Qualification in Occupational Psychology, and thus provides a clear foundation for a career as a Registered Occupational Psychologist.

This programme equips graduates with a wide set of relevant knowledge, skills and competencies that would suit a career in the areas of:

- Work/organisational/business psychology
- Human resource management
- Organisational development
- General management.

Based on the advanced research methods knowledge and skills acquired throughout the programme, graduates may also consider an academic career, through the pursuit of a PhD in the field organisational psychology or a related field.

Alumni from this course have been successful in finding roles in the following positions and companies:

- Work Psychologist – The Work Psychology Group
- Psychologist – Psychological Consulting Ltd
- Psychologist – The College of Policing
- HR and Organisational Psychology Graduate Scheme – Legal and General
- Business Intelligence Analyst – Lloyds Banking Group
- PhD student – Netherlands
- Quality coordinate – Imagine Independence
- ESRC funded PhD students – University of Liverpool Management School (two current alumni)
- Financial Services Strategy Lead – Skipton Building Society
- Consultant – Great Place to Work

- Senior Project Analyst – Grayce
  - Talent Advisor – Urenco
  - PhD student – University of Bath
  - International Employability Executive – University of Liverpool
  - Talent Acquisition Consultant – g2 Recruitment
  - Workforce and Change Consultant – PwC
  - Talent Partner – JD Ross Energy
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## **Career support from day one to graduation and beyond**

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### **Career planning**

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### **From education to employment**

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### **Networking events**

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# 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 – £13,900

### International fees

Full-time place, per year – £29,000

Fees stated are for the 2025–26 academic year.

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.](#)

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## 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.

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# Entry requirements

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

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## 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 should be in Psychology, accredited by the [British Psychological Society \(BPS\)](#).

Applicants without a British Psychological Society (BPS) accredited Psychology bachelor's degree are advised to apply for the [MSc Organisational Psychology](#) pathway instead.

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## International qualifications

[Select your country or region to view specific entry requirements.](#)

If you hold a bachelor's degree or equivalent, but don't meet our entry requirements, a Pre-Master's can help you gain a place. This specialist preparation course for postgraduate study is offered on campus at the [University of Liverpool International College](#), in partnership with Kaplan International Pathways. Although there's no direct Pre-Master's route to this MSc, completing a Pre-Master's pathway can guarantee you a place on many other postgraduate courses at The University of Liverpool.

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## 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.

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### **IELTS**

6.5 overall, with no component below 6.0

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### **TOEFL iBT**

88 overall, with minimum scores of listening 19, writing 19, reading 19 and speaking 20. TOEFL Home Edition not accepted.

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### **Duolingo English Test**

125 overall, with writing not less than 125, speaking and reading not less than 115, and listening not below 110

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### **Pearson PTE Academic**

61 overall, with no component below 59

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### **LanguageCert Academic**

70 overall, with no skill below 65

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### **PSI Skills for English**

B2 Pass with Merit in all bands

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### **INDIA Standard XII**

National Curriculum (CBSE/ISC) – 75% and above in English. Accepted State Boards – 80% and above in English.

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### **WAEC**

C6 or above

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# 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 no component below 6.0	6 weeks	On campus
6.0 overall, with no component below 5.5	10 weeks	On campus and online options available
6.0 overall, with no more than one component below 5.5, and no component below 5.0	12 weeks	On campus and online options available
5.5 overall, with no more than one component below 5.5, and no component below 5.0	20 weeks	On campus
5.0 overall, with no more than one component below 5.0, and no component below 4.5	30 weeks	On campus

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

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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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