Prifysgol Wrecsam
Wrexham University

Module specification

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Module Code	PSYON718
Module Title	Personality at Work
Level	7
Credit value	15
Faculty	Faculty of Social and Life Sciences
HECoS Code	100497
Cost Code	GAPS

Programmes in which module to be offered

Programme title	Is the module core or option for this programme
MBA Psychology	Core

Pre-requisites

None

Breakdown of module hours

Learning and teaching hours	15 hrs
Placement tutor support	0 hrs
Supervised learning e.g. practical classes, workshops	0 hrs
Project supervision (level 6 projects and dissertation modules only)	0 hrs
Total active learning and teaching hours	**15** hrs
Placement / work based learning	0 hrs
Guided independent study	135 hrs
Module duration (total hours)	150 hrs

For office use only	
Initial approval date	04/06/2020
With effect from date	01/09/2020

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Date and details of revision	Nov 2021 – admin correction module code Sep 2024 – updated assessment strategy with implementation from Nov 2024
Version number	3

Module aims

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

Assessment

Indicative Assessment Tasks:

This section outlines the type of assessment task the student will be expected to complete as part of the module. More details will be made available in the relevant academic year module handbook.

1. 1,500 word essay on psychometrics in the workplace
2. Critical evaluation of two articles investigating personality and work related health

Assessment number	Learning Outcomes to be met	Type of assessment	Weighting (%)
1	1, 3	Written Assignment	50
2	2, 4	Written Assignment	50

Derogations

None

Learning and Teaching Strategies

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 digital tools within the virtual learning environment together with additional sources of reading will also be utilised to promote breadth and depth of learning.

Indicative Syllabus Outline

- Introduction to up to trait personality theory.
- Introduction to type personality theory.
- Personality in the workplace.
- Psychometric testing in the selection process.
- Psychometric testing in the work place.
- Attitude towards work.
- Work related psychological health

Indicative Bibliography:

Please note the essential reads and other indicative reading are subject to annual review and update.

Essential Reads

Furnham, A. (2008). Personality and intelligence at work. London: Routledge

Other indicative reading

Journal of Occupational Health Psychology
Journal of Occupational and Organizational Psychology
Organizational Psychology Review
Industrial and Organizational Psychology
Journal of Organizational Psychology
Journal of Organizational Moral Psychology

Employability – the University Skills Framework

Each module and degree programme are designed to support learners as they develop their graduate skills aligned to the University Skills Framework.
Using the philosophies of the Active Learning Framework (ALF) our 10 skills are embedded within programmes complementing core academic subject knowledge and understanding. Through continuous self-assessment students own their individual skills journey and enhance their employability and career prospects.
This Module forms part of a degree programme that has been mapped against the University Skills Framework.

The Wrexham University Skills Framework Level Descriptors: An incremental and progressive approach.
Learners can use this document to identify where and how they are building skills and how they can develop examples of their success.