

Award in Occupational Psychology: Intake October 2021

Assessment Task: One written assignment based on chosen questions	
Qualification: <i>Award in Occupational Psychology</i>	Tuition Centre: 21 Academy Licence Number: 2018-017
Level: Award MQF Level 5	Student Name:
Date:	ID Number:
Assignments Deadline: 28 January 2022	
<p>Task The purpose of this unit is to develop an understanding of the topics you will write about which form part of Occupational Psychology.</p> <p>Note This assessment provides students with an opportunity to explain and discuss the relevant theories in relation to the topic they choose to write about forming part of Occupational Psychology.</p> <p>Note <i>You should plan to spend approximately 30 hours researching the assignment question, preparing for, and writing the assignment for assessment. The nominal word count for the assignment is 2,500 words. You are expected to select the most appropriate citation method which you feel most comfortable. You may wish to use http://www.citethisforme.com for this purpose.</i></p>	
<p>Answer 1 (one) question from the following:</p> <p>Question 1: Conduct a small observational study that includes a minimum of 3 employees in a working environment of your choice and write a short report.</p> <p>The report shall include the following:</p> <ol style="list-style-type: none"> 1. A brief statement of what you will be observing ex. Disruptions in an open plan working set up and why you chose to conduct this study on such an environment. In this section, add a brief description of the context i.e., the industry in which the company operates in, brief historical background of the organisation. 2. The hypothesis of what you think you will find at the end of the study. 3. The method by which you have conducted your study i.e., recorded video, any variables used, the timeframe/length of your observational study, demographics of those involved, their job roles. You may include any tables, graphs or any other visuals as you deem necessary. 4. The findings of your study. 5. A brief reflection comparing the findings of your study versus your initial hypothesis. i.e., does your hypothesis match your findings? If not, why do you think this happened? If yes, please substantiate with any existent theories related to your findings/topic being studied. <p>N.B. Please make sure you hand out consent forms to your participants to inform them about the purpose of your study and how the results of this study will be used. Also please include any shorthand notes that you took whilst observation was taking place as an appendix to your report.</p> <p>Question 2: You have been tasked by senior management to handle the graduate recruitment of 80 new employees for your company, which operates in financial services. Provide a technical report outlining how you would handle the process from role specification to process evaluation (and all steps in between) explaining the reasons for your choices.</p>	

Question 3:

You are a Business Psychologist working for a small consultancy and you have received a request from the Managing Director (MD) of the firm, to provide guidance and advice on how to achieve the organisational change necessary to achieve business growth through effective leadership interventions.

The Company

Sammie Printing Supplies is a small business employing 16 people. It was established in 1995 by the current Managing Director (MD).

The Structure

The company is led by the Managing Director (MD) who makes most of the decisions in terms of what services the business should offer and the way the business should move forward. The company is also made up of middle management who are rarely involved in decision making processes as the final word and decision is ultimately taken by the MD. The MD believes that the success of the production side of the business is in staying on top of staff and procedures.

Points to consider:

- Recognition of psychologically relevant issues that affects the company and employees.
- What improvements to the current leadership/management structure needs to be implemented?
- Include relevant theories relating to leadership and management focused towards the case.

Pass Mark - 50%

By submitting I confirm that this assessment is my own work

Mark:

Signature: <main assessor>

Date

Signature: <quality assurance>