

Award in Occupational Psychology: Intake October 2022

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:
Assignment Deadline: 23 February 2023	
<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 study at the place of work using the Repertory Grid Technique that includes a minimum of 2 participants and write a short report about it. The study can be based on a real-life case study (a real situation at the place of work) or a constructed case study (a fictitious situation at the place of work).</p> <p>The report shall include the following:</p> <ol style="list-style-type: none"> 1. A brief description of the construct/situation being studied. 2. Describe the aim of your study and why you're using the Repertory Grid Technique. 3. The method by which you have conducted your study i.e. recorded video, photographic image, a narrative description, any variables used, the timeframe/length of your 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: <ul style="list-style-type: none"> - examine an individual's unique pattern of constructs (Individuality) - examine the commonalities (if any) between constructs (does the description of the construct provided by participant A tend to coincide with that provided by participant B?) - examine the differences (if any) between constructs (can you highlight any differences in the description of the construct provided by participant A when compared with that of participant B?) 5. A brief reflection about your findings (you may include theories) <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 and don't forget referencing!</p>	

Question 2:

Matrix Manufacturing has noted an increase in staff turnover over these past two years, and an analysis of the data shows that a significant part of the resignations are happening during the first six months of the employees' tenure. The table below provides an outline of this.

	2016	2017	2018	2019	2020	2021
Total Resignations	124	134	130	252	356	401
Total Resignations as percentage of workforce	2%	3%	2%	6%	9%	10%
Resignations of employees in the first six months	21	6	18	98	185	222
Supervisory and managerial resignations	11	21	15	12	22	16

Provide your recommendations as a consultant as to how recruitment and onboarding can be managed in the company in order to better address the concerns of the senior management team. Your report should provide a review of the information provided, and clear and practical recommendations with actions as to how the situation can be improved.

Question 3:

You are a Business Psychologist working for a small consultancy. You have received a request to tender for a project working with a local printing firm which is struggling in the economic downturn and wants advice and guidance on how to achieve the organisational change necessary to achieve business growth. You have had an initial meeting with the Managing Director (MD) of the firm, who gave you some background information (below) to assist you in writing a proposal for the work.

Your proposal should address issues that you identify from the case analysis that directly relates to the company's current problems. These should be supported by theory and the interventions that you recommend resolving these problems.

Your task

The Managing Director needs the expertise of a business psychology consultant to advise and guide him and his employees on how to resolve their problems. Your task is to write a proposal to the MD on how you as a business psychology consultant would work with him and his staff.

The Company

Dome Printing Supplies is a small business employing 20 people. It was established in 1995 by the current Managing Director (MD). Most of their work includes bulk printing of leaflets, business cards and other stationery for companies in and around Coventry. The company has been successful until recently and has always relied primarily on word of mouth and local advertising.

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 MD has always taken care of the recruitment of staff, and until recently, has also looked after the marketing, advertising, and sales side of the business.

The Culture

The organisational culture within Dome Printing Services has been very traditional. The MD believes the success of the business has been in him maintaining personal contact with customers. Until recently the MD was the 'face' of the business, as he was responsible for all marketing, advertising and sales. The company is also made up of two middle management employees, who are the production manager and the sales and marketing manager.

The production manager has been employed for 20 years within Dome Printing Services whilst the sales and marketing manager joined 2 years ago. The production manager believes in traditional methods of printing and is particularly resistant to change in technology and operation. Moreover, he believes that the success of the production side of the business is in staying on top of his staff and company's procedures.

The Problems

The economic downturn has had a negative effect on local customers who have cut back on ordering stationery and business cards with orders declining dramatically. Furthermore, the printing market has moved towards the setting up of online print ordering, providing a greater variety of cheaper services than Dome Printing can currently offer. The MD recruited the new sales and marketing manager because of the recent economic downturn. Whilst the MD believed that his personal contact with customers had contributed to the success of the business, he had begun to realise last year that the business needed new sales and marketing strategies to survive the recession and an increasingly competitive market. The new sales and marketing manager have ideas about how to survive and grow the business, including marketing initiatives and using new technology to compete with services offering online printing. However, the MD is in a dilemma.

There is a further problem, which is that the production manager does not see eye to eye with the new sales and marketing manager and does not agree with his big ideas for the business. The production manager is convinced that investing in these new ideas will ruin the business for good, and regularly voices these concerns to the MD and the print operators. As the print operators have worked under the production manager for some time, they tend to agree with him, and are worried about losing their jobs.

Pass Mark of total weighted score, including Quiz - 50%	
--	--

By submitting I confirm that this assessment is my own work	
--	--

Mark:	Signature: <main assessor>
--------------	-----------------------------------

Date	Signature: <quality assurance>
-------------	---------------------------------------