

## Award in Occupational Psychology: Intake October 2023

<b>Assessment Task:</b> One written assignment based on chosen questions	
<b>Qualification:</b> <i>Award in Occupational Psychology</i>	<b>Tuition Centre:</b> 21 Academy <b>Licence Number:</b> 2018-017
<b>Level:</b> Award MQF Level 5	<b>Student Name:</b>
<b>Date:</b>	<b>ID Number:</b>
<b>Assignment Deadline:</b> 22 February 2024	
<p><b>Task</b> 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><b>Note</b> 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><b>Note</b> <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 use the Harvard Referencing style to cite your work.</i></p>	
<p><b>Answer 1 (one) question from the following:</b></p> <p><b>Question 1:</b> In the dynamic and rapidly changing landscape of the modern workplace, how can leaders effectively adapt their leadership styles to promote resilience and well-being among employees?</p> <p>Support your answer with insights from psychological theories and relevant research. This question addresses the contemporary challenge of leadership in an ever-evolving work environment. It encourages exploration of how leaders can adjust their approaches to foster resilience and well-being in their teams. Respondents can draw on psychological theories and research to provide practical and evidence-based strategies for leaders to navigate and support the well-being of their employees in the face of change and uncertainty.</p> <p><b>Question 2:</b> As a consultant specialising in Occupational Psychology, you have been hired by a large organisation to assess and improve employee well-being. Develop a comprehensive consultancy report outlining the current state of well-being within the organisation, identifying key psychological factors contributing to any challenges, and proposing evidence-based interventions to enhance overall employee well-being. Include a detailed implementation plan, and considerations for evaluating the success of the interventions.</p> <p>This question prompts the respondent to take on the role of a consultant, emphasising the application of occupational psychology principles in a real-world context. It requires an in-depth analysis of the organisation's well-being, identification of relevant psychological factors, and the development of practical interventions. Additionally, the question encourages the inclusion of implementation details, and a plan for assessing the effectiveness of the proposed interventions.</p> <p><b>Question 3:</b> You are the Occupational Psychologist working within Betting Games, an international gaming organisation with a workforce of 2,300 employees working from offices in Malta, Gibraltar, London and Germany. The company is currently concerned about the high turnover being reported across offices, particularly for employees who have been at the company for less than six months (32% of the total hires, compared to 14% of turnover within the other segments relating to tenure). You have been asked to re-design completely the company's selection method, and to recommend about the process to be set-up in order to ensure that the</p>	

process is reliable, valid and fair. You are to present this as a technical report addressed to the Board Directors, and you are to ensure that the recommendations are practical and actionable.

<b>Pass Mark of total weighted score, including Quiz - 50%</b>	<b>Assignment Weightes Score - 80%</b>
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**By submitting I confirm that this assessment is my own work**

<b>Mark:</b>	<b>Signature: &lt;main assessor&gt;</b>
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<b>Date</b>	<b>Signature: &lt;quality assurance&gt;</b>
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