PSYCA800F Research Methods and Statistics (I)

Description
PSYCA800F is a 5-credit core course in both master and postgraduate diploma programmes of industrial-organizational psychology. This course forms the research competency core of the programmes.

Aims
PSYCA800F aims to familiarize students with the goals, procedures and the major designs and analytical methods of psychological research.

PSYCA801F Job Analysis and Evaluation

Description
PSYCA801F is a 5-credit core course in both master and postgraduate diploma programmes of industrial-organizational psychology. This course paves the foundation for other industrial-psychological competencies.

Aims
PSYCA801F aims to train students in the techniques and uses of job analysis and job evaluation. Job analysis examines and describes the essential attributes for performing a job and its related tasks effectively. The output is then fed to develop criteria for decision-making. Job evaluation aids to determine the relative value of employees and pay equity.

PSYCA802F Psychological Assessment

Description
PSYCA802F is a 5-credit core course in both master and postgraduate diploma programmes of industrial-organizational psychology.

Aims
This course aims to familiarize students with the principles, applications and issues of psychological testing and measurement.
PSYCA803F Personnel Selection

Description
PSYCA803F is a 5-credit core course in the master programme but elective in the postgraduate diploma programme of industrial-organizational psychology.

Aims
This course aims to familiarize students with the knowledge and techniques to facilitate the effective matching between the organizational needs and the person’s attributes through personnel selection.

PSYCA804F Performance Appraisal

Description
PSYCA804F is a core course in the master programme but elective in the postgraduate diploma programme of industrial-organizational psychology. Students would need to complete PSYCA801F, PSYCA802F, PSYCA806F and either PSYCA803F or PSYCA805F first before taking up this course.

Aims
Evaluation of employee performance and decision-making thereupon is critical for the well-being of organizations and employees. Students would learn from this course the theories and skills for appraising employee performance effectively.

PSYCA805F Employee Training and Development

Description
PSYCA805F is a 5-credit core course in the master programme but elective for the postgraduate diploma programme of industrial-organizational psychology.

Aims
This course covers the theories and skills in the design, implementation and evaluation of training programs. Students would learn what and how organizational and psychological factors determine the needs, methods, and outcomes of the training program.
PSYCA806F Work Motivation and Attitude

Description
PSYCA806F is a 5-credit core course in both master and postgraduate diploma programmes of industrial-organizational psychology.

Aims
Students would learn from this course how work motivation and job attitude impact on individual performance. Intervention strategies that aim to enhance motivation and positive attitude would also be covered.

PSYCA807F Work Groups and Leadership

Description
PSYCA807F is a 5-credit core course in both master and postgraduate diploma programmes of industrial-organizational psychology.

Aims
This course aims to highlight the group dynamics on performance in an organizational setting. The determinants, processes and consequences of leadership and group performance would be discussed. Students would also learn the modern approaches to team building and challenges to leadership.

PSYCA808F Organizational Theory and Development.

Description
PSYCA808F is a 5-credit core course in the master programme but elective in the postgraduate diploma programme of industrial-organizational psychology.

Aims
Students would learn from this course how the structural and relational aspects of the organization bear on employee behaviour. Theories on organizational development would also be covered to understand how employees and organizations initiate and cope with change systematically.
PSYCA809F Occupational Safety and Health Psychology

Description
PSYCA809F is a 5-credit core course in the master programme but elective in the postgraduate diploma programme of industrial-organizational psychology.

Aims
PSYCA809F aims to enlighten students about the impacts of working conditions, work setting and demands on employee well-being. Students would learn theories and strategies that aim to enhance the compatibility between employees and their work environment in terms of health, safety and productivity.

PSYCA810F Consumer Behavior

Description
PSYCA810F is a 5-credit elective course in both master and postgraduate diploma programmes of industrial-organizational psychology.

Aims
PSYCA810F aims to enlighten students about the psychological forces that influence consumer behavior and economic decisions. Students would acquire the basic psychological principles and research techniques to analyze the business performance of organizations.
PSYCA811F Organizational Practicum

Description
PSYCA811F is a 5-credit elective course in the master of social sciences in industrial-organizational psychology degree program. Students may choose between PSYCA811F or PSYCA810F to complete the program.

To enroll in this course, however, students would need to first:

a. secure a placement to complete the practicum. Working students may treat their present job as the placement; and
b. commit a registered I-O psychologist from a recognized professional body with at least 3 years’ practice experience as the supervisor

c. completed PSYCA800F, PSYCA812F and 15 credits from other courses

Aims
PSYCA811F aims to let students experience how their application of I-O psychology knowledge and skills might help solve a real-life organizational problem. Moreover, students would have the opportunity to establish rapport with the community of I-O psychologists through the supervision.

PSYCA812F Research Methods and Statistics (II)

Description
PSYCA812F is a 5-credit core course in the master of social sciences in industrial-organizational psychology degree programme. This course forms the second part of the research competency core of the programme.

Aims
PSYCA812F aims to develop in students the more advanced techniques of mainstream data analysis methods for making informed decision and judgment.