



UNIVERSITY
of
TECHNOLOGY,
MAURITIUS

School of Business, Management and Finance

MSc. Managerial Psychology
PROGRAMME DOCUMENT

VERSION 2.0

August 2021

University of Technology, Mauritius

La Tour Koenig, Pointe aux Sables, Mauritius

Tel: (230)207 5250 *Fax :*(230)2346219 *Email:*

Website: www.utm.ac.mu

MSc. Managerial Psychology

A. PROGRAMME INFORMATION

Business is a very human enterprise. Not only are innovative products and services a result of human ingenuity, but influencing human behavior is also key to every other part of a business' success. Businesses are required to have skilled and passionate individuals who possess both an understanding of human behavior, and the know-how to leverage it to workplace success. The MSc. in Managerial Psychology integrates the latest psychological research and the student shall be motivated to resolve challenging managerial issues. The programme comprises of various qualitative and human aspects of management and human resources.

B. PROGRAMME AIMS

The programme aims at efficiently dealing with human capital issues which is instrumental in helping businesses/organisations become more effective and profitable, as well as improving employees' well-being and performance. The programme also aims at equipping students with psychological aspects of management knowledge and skills to operate effectively and efficiently as managers, business/management consultant, organizational advisor, and business psychologist, coaching program administrator employee selection and placement administrator, organizational consultant, training and development manager, college instructor, management consultant, middle manager, program development manager.

C. PROGRAMME OBJECTIVES

The MSc programme aims and objectives are to:

- Provide all students with a wide range of skills, methods and theories concerning key applications of psychological principles and concepts to organisations and businesses today.
- Emphasize on behavior of individuals in businesses and organisations to determine how to improve performance and productivity.
- Explore various areas of human resources including selection, training, retention and succession planning, talent and knowledge management.

- Utilize research methods and psychometrics tests and measures to facilitate research, interpret and evaluate research data at the workplace.
- Better understand the psychological perspectives of creativity, innovation and change.
- Build resilient leadership, supporting diverse cultures, and managing organizational change effectively.
- Help managers understand fundamental concepts of human behavior at work including individual differences, personality, motivational aspirations, perception, etc.
- Effectively manage people at work under stressful situations.

PART I REGULATIONS

D. GENERAL ENTRY REQUIREMENTS

As per UTM'S Admission Regulations, and 'Admission to Programmes of Study at Master's Degree Level'

E. PROGRAMME REQUIREMENTS

Admission decisions will be made by the School of Business Management and Finance on a case to case basis.

Candidates must either be:

Graduates of a recognised university or other institutions of higher education with an Honours degree in the field of Social Sciences, Business Management, Business Administration, Human Resources.

Or

A recognized Diploma in the relevant field with at least 5 years of work experience

Or

An approved professional qualification recognized as being equivalent to an honours degree

Or

Other honours graduates or holders of an equivalent qualification may be admitted if they produce evidence which satisfies the School Board of their competence to pursue the programme;

Or

Other qualifications and/or experience which demonstrate that a candidate possesses appropriate knowledge and skills at standard acceptable by the Academic Council.

Overseas Candidates

Overseas candidates whose first language is not English and who do not hold a degree or equivalent professional qualification taught in English will be required to produce evidence of their competence in English.

F. PROGRAMME MODE DURATION

Full Time: 1 year, comprising 2 semesters (Maximum Duration 2 years FT from date of duration)

Part Time: 2 years, comprising 4 Semesters (Minimum Duration 2 years and Maximum Duration 4 years from date of registration).

G. TEACHING AND LEARNING STRATEGIES

The programme will employ a wide variety of teaching methods, including lectures, individual or group projects, presentations, workshops, case studies, field visits and talks by guest speakers. Blended learning mode can also be used whereby some of the classes can be done by using online learning management systems like Zoom, Google meet and Classroom amongst others. Self-learning will be the key feature of the programme, enabling students to explore, investigate and research into various topics, interact with practitioners, and work in teams on projects. One module will carry 150 hours of learning comprising of 45 hours of delivery which could be any combination of face to face, blended, online, seminar, workshop, or joint session. The remaining 105 hours will cover self-learning, self-study, guest lecture, etc.

H. STUDENT SUPPORT AND GUIDANCE

In addition to traditional lectures, group tutorials or individual tutorials may be arranged for students face to face or online.

I. ATTENDANCE REQUIREMENTS

As per UTM's Regulations and Policy

J. CREDIT SYSTEM

1 module = 6 credits as indicated in programme document (Each 6 credit module is taught over 15 weeks or equivalent block teaching)

Project / Dissertation = 18 credits

Post-Graduate Certificate: 30 credits

Post-Graduate Diploma (in area of registration): At least 60 credits

Master: 90 credits (inclusive of project/dissertation)

K. STUDENT PROGRESS AND ASSESSMENT

- Written examination shall be of duration of 3 hours for modules except where the paper is assessed by 100% Coursework.
- All modules are normally assessed over 100 marks, except for project/ dissertation which will carry 300 marks.
- The overall pass mark for a module shall be 40%.
- The modules assessed by exams will be assessed as follows: (unless otherwise specified):
 - Written examinations contributing to 70% of the total marks
 - Continuous assessment carrying 30% of total marks. Continuous assessment can be based on projects, seminars and/or assignments, presentations and/or class tests.

Grading

Postgraduate		
<i>Overall Marks</i>	<i>Grade</i>	<i>Remarks</i>
$70 \leq X \leq 100$	A	Excellent
$60 \leq X < 70$	B	Very Good
$50 \leq X < 60$	C	Good
$40 \leq X < 50$	D	Satisfactory
$X < 40$	F	Referred

L. EVALUATION OF PERFORMANCE

All modules carry equal weight, except for dissertation which counts for the equivalent of 3 modules. The percentage mark contributes a 100% weighting towards the degree classification.

Note: APPLIED PROJECT/DISSERTATION

Candidates should compulsorily submit a business related project at the end of the final semester of the programme or a dissertation. The scope of the research will be assessed and approved through a project proposal that will be due after completion of Business Research Methods module. The project will mainly involve real business problem solving situation or will be on business administration themes as approved by the post graduate dissertation committee. The project should be around 10000-12000 words and will have to be defended in a viva-voce. The viva voce will carry 20% of overall marks. The objective of the Viva is to give students the opportunity to defend the dissertation and to give the supervisor and the second assessor an opportunity to ensure that the work has been done by the student.

M. AWARD CLASSIFICATION

Overall weighted mark y (%)	Classification
$y \geq 70$	MSc with Distinction
$60 \leq y < 70$	MSc with Merit
$40 \leq y < 60$	MSc
$y < 40$	No Award

N. PROGRAMME ORGANISATION AND MANAGEMENT

Details of Programme Directors:

1. Dr. Diroubinee Mauree- Narrainen Room: F0.03 Telephone Number: 207-5250 (Ext. 278) Email: d.mnarrainen@umail.utm.ac.mu	2. Dr. Nirmala Loung-Poorunder Room: F0.08 Telephone Number: 207-5250 (Ext. 404) Email: n.l.poorunder@umail.utm.ac.mu
--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

Part II–PROGRAMME STRUCTURE AND PLAN

MSc Managerial Psychology (Full-Time)

Year 1 Semester 1			
Code	Modules	Hrs/Wk L+T+DS	Credits
PSYC5113	Managerial Psychology	3	6
PSYC5111	Human Resource Management	3	6
QUAN5413	Business Research Methods	3	6
PORT5001	Psychological Testing at work	3	6
PSYC5112	Leadership, Change & Organisational Development	3	6
MGMT 5311	Managerial Decision Making	3	6
MGMT 5312	Cyber Psychology at work	3	6

Year 1 Semester 2			
Code	Modules	Hrs/Wk L+T+DS	Credits
HRMT 5301	Work Design, Performance & Employee Wellbeing	3	6
PSYC5114	Cognitive psychology; Creativity, Innovation and Emotional Intelligence at Work	3	6
PSYC5115	Training and Development	3	6
PSYC5116	Office Politics & Negotiation	3	6
MGMT 5315	Counselling at Workplace and Business	3	6
DISS5000/ App 5000	Dissertation/Applied Project	3	18

Total credits: 90

MSc Managerial Psychology (Part-Time)

O. PROGRAMME STRUCTURE

Year 1 Semester 1			
Code	Modules	Hrs/Wk L+T+DS	Credits
PSYC5113	Managerial Psychology	3	6
HRMT 5127	Human Resource Management	3	6
PORT5001	Psychological Testing at work	3	6
MGMT 5311	Managerial Decision Making	3	6

Year 1 Semester 2			
Code	Modules	Hrs/Wk L+T+DS	Credits
PSYC5112	Leadership, Change & Organisational Development	3	6
MGMT 5312	Cyber Psychology at work	3	6
HRMT 5301	Work Design, Performance & Employee Wellbeing	3	6
PSYC5114	Cognitive Psychology; Creativity, Innovation and Emotional Intelligence at Work	3	6

Year 2 Semester 1			
Code	Modules	Hrs/Wk L+T+DS	Credits
PSYC5115	Training and Development	3	6
QUAN5413	Business Research Methods	3	6
DISS5000	Dissertation/Applied Project		

Year 2 Semester2			
Code	Modules	Hrs/Wk L+T+DS	Credits
PSYC5116	Office Politics & Negotiation	3	6
MGMT 5315	Counselling at Workplace and Business	3	6
DISS5000	Dissertation/Applied Project		18

Total credits: 90

P. MODULE OUTLINE: The syllabus is not prescriptive

PSYC5113 Managerial Psychology (6 Credits)

This course will explore the psychological influences on the development and behavior of managers and organizational leaders. The behavioral approach includes knowledge about human behavior in general as well as behavior in work settings, a set of techniques or research methods used to find out about human behavior in a systematic way. Topics include: teamwork, communications, conflict resolution, leadership v/s managers and organizational analysis skills needed to be effective in the modern workplace, follower influences, nature vs. nurture in the development of leaders, relationship of personality to leadership style, the nature of workplace relationships, tactical, operational, group think, and scenario planning. Emerging Issues

HRMT5127 Human Resource Management (6 credits)

This unit provides an introduction to the concepts and practices of HRM effectiveness. It covers topics such as personnel management, planning and procurement, monitoring and rewarding employees, employer-employee relation management and employee exit.

Content: HRM-Concept and Philosophy, HRM functions, HRD Instruments, Processes and Outcomes, Human Resource Planning – Concept, Quantitative and Qualitative dimensions, HRM in the changing environment, Recruitment and Selection, Job Analysis, Manpower Search, Induction and orientation, Training and Development, Compensation, Pay, Incentives, Benefits, Performance and potential appraisal, Industrial Relations, Collective Bargaining, Grievance and Dispute, Participation and Leadership & Employee Empowerment, emerging issues.

QUAN5413 Business Research Methods (6 credits)

The aim of this unit is to introduce students to the practical aspects of management research. It shall expose students to different analytical techniques and covers aspects such as: foundations of research, sampling, data collection, data analysis and presentation of main findings. Upon completion, students will be able to design and formulate individual project proposals that will be assessed for the approval of the Applied Project/Dissertation.

PORT5001 Psychological Testing at work (6 Credits)

Providing with a fundamental understanding of the core issues in psychological testing and measurement; functions and origins of psychological testing; psychometric principles (e.g., validity and reliability), test and item analysis, test construction, and applications of psychological testing in a wide variety of settings (such as industry and education); interpretation of test scores-statistical concepts, Scoring, norms and standards of psychological test; tests of separate abilities- aptitudes, educational and occupational tests. Emerging Issues

Students would learn how to administer a test and using statistical methods to interpret data and record them empirically while critically analyzing the results and the instrument used.

Learners would also have the opportunity to read articles and record findings in APA format through class discussion and class reading.

PSYC 5112 Leadership, Change & Organisational Development (6 Credits)

To understand and recognize the psychological, social, and cultural forces involved with leadership and followership; To appreciate the complexity of the leadership role from a psychological and managerial point of view; To examine from a psychological point of view these critical aspects in the lives and experiences of selected leaders; To learn how to navigate cross-cultural differences first hand, exemplified by differences in Nordic, European and American leadership; Perspectives on organisational development and change; Evaluation of change; change facilitation and change management, Organisational development interventions; Organisations & organisational culture. Emerging Issues

MGMT 5311 Managerial Decision Making (6 credits)

This module will introduce the students to the contemporary theories, research and practices of judgement and decision making. The core aims of the module are to enable students to gain a deeper understanding of the processes that influence choice and behaviour, and to better understand how judgements and decisions can shape organisational life and the world we live in. This module will draw upon material from a wide range of disciplines that include social psychology, cognitive psychology. Topics to be covered; intuitive decision making, expert judgement, and risk taking behaviour; Rationality and Bounded Rationality in Decision Making ; Judgment and Heuristics in Decision Making; Expert Decision Making; behavioral decision-making biases; Entrepreneurial Decision Making and Creativity; Group Decision Making; Strategic Decision Making; Making Judgments and Decisions About the Future. Emerging Issues

MGMT 5312 Cyber Psychology at work (6 credits)

Internet Phenomenology, Digital technologies at work, online group processes and behaviour; online relationships & communities; computer-mediated communication; online identity & self-presentation; gender issues in cyberspace; internet addictions; health & clinical issues on the internet; psychology of technology-enhanced learning; theories cyber psychology, psychology of virtual reality, psychology of artificial intelligence, Cyber Terrorism & Crime, Cyber Security & Law, Emerging Issues, Webinars/Seminars by Industry Guest Speakers, Project Based Assessment. Emerging Issues

HRMT 5301 Work Design, Performance & Employee Wellbeing (6 credits)

Integrating well-being into the design of work itself can strengthen the link between worker well-being and organizational performance, supporting well-being not just for individuals but for teams and for the organization at large. Topics covered; the impact of the work environment on human performance and well-being; human-machine interaction and equipment design; human error; organisational safety culture; occupational stress and its management; and the ageing workforce. measuring motivation, performance and well-being; pay and financial rewards; motivation and performance through job design, employee involvement and commitment, goal setting and appraisal; designing, monitoring and managing effective reward systems. Emerging Issues

PSYC5114 Cognitive Psychology; Creativity, Innovation and Emotional Intelligence at Work (6 Credits)

Application of cognitive psychology/skills at the workplace(Attention, Formation of concepts, Judgment and decision, Language processing Learning, Memory, Perception, Problem solving, Achieving goals, Reasoning, etc.);creativity, innovation and change from a psychological perspective. Areas of interest include: social-technical change waves, unintended consequences, Appreciative Inquiry, creativity enhancement, and diffusion of innovation, knowledge management, Emotional Intelligence, Emotional Quotient, competencies and skills required to enhance EI and EQ, managing emotions at the work place. Emerging Issues

PSYC5115 Training and Development (6 Credits)

This course is designed to acquaint the student with the discipline of executive and organizational coaching from a psychological viewpoint. The focus will be on the practical use of the principles of psychology over the lifecycle of a typical coaching assignment. Topics to be covered include: optimal practitioner characteristics, coach selection, psychology-based approaches to coaching, coaching tools, coaching interventions and resources. Additional emphasis will be placed on techniques for dealing with organizationally dysfunctional individuals. Emerging Issues

PSYC5116 Office Politics & Negotiation (6 credits)

Overview of office politics, factors influencing the emergence of political behavior at work, coping with various characters of colleagues (psychopath, Machiavel, narcissist, imposters, toxic professions), office political skills (astuteness, ingratiation, go-getting, virtuosity, dirty tricks), Overcoming workplace negativity, rumors and gossip at workplace, defining negotiation, process and approaches to negotiation, negotiation strategies in conflict resolution. Emerging Issues

MGMT 5315 Counselling at Workplace and Business (6 credits)

Overview of theory and practice in counselling, core micro skills of counselling, reflection of feelings and emotion in counselling, establishing the counselling environment , conflict resolution, transactional analysis, exploring own values, beliefs, attitudes and prejudices, Multicultural counselling, Developing practical understanding the dynamics of situations presenting for counselling; developing knowledge of typical behavioural reactions to crisis situations, dealing with presenting problems in counselling practice, the counselling process, Counseling Interview: Types of Interviews, Introductory, fact finding, Informative, Therapeutic Interview procedure, process, interpretation, developing insights and putting them to work. Emerging Issues

DISS5000 Applied project/Dissertation (18 credits)

The dissertation is a major piece of work required for the fulfillment of the MSc Managerial Psychology award. Students are expected to demonstrate rigorous research skills and appropriate methodologies acquired during the course. The dissertation/applied project must involve problem solving research in the various areas studied in this programme. Student is expected to submit a thesis on the key findings at the end of the last semester. Student will be called upon to defend himself/herself through a presentation and viva voce and will be evaluated on the work done by him/her which will account for 20% of overall dissertation/project marks. The credit assigned to the dissertation is equivalent to that of 3 modules. Students are expected to maintain individual contact with their dissertation supervisor.