



UNIVERSITY
OF LONDON

INTERNATIONAL
PROGRAMMES

Programme Regulations 2016

Organizational Psychology
and Human Resource
Management
(Old Regulations)

MSc
Postgraduate Diploma

Important document – please read
This document contains important
information that governs your registration,
assessment and programme of study



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Important information regarding the Programme Regulations

About this document

Last revised: 03 March 2016

As a student registered with the University of London you are governed by the General Regulations and Programme Regulations associated with your programme of study.

The Programme Regulations are designed and developed by the Lead College responsible for the programme and they normally take account of the associated arrangements within the Lead College. Programme Regulations, together with the [Programme Handbook](#), will provide the detailed rules and guidance for your programme of study. Further information about how to use the Programme Regulations and Programme Handbook can be found in the [Student Guide](#).

In addition to programme regulations you will have to abide by the [General Regulations](#). These regulations apply to all students registered for a programme of study with the International Academy and provide the rules governing registration and assessment on all programmes; they also indicate what you may expect on completion of your programme of study and how you may pursue a complaint, should that be necessary.

Programme Regulations should be read in conjunction with the General Regulations.

A [Glossary](#) provides an explanation of the terms used in this document.

If you have a query about any of the programme information provided please contact us. You should use the *ask a question* tab in the student portal <https://my.londoninternational.ac.uk>.

Changes to OPHRM Old Regulations 2016

- Registration for the MSc degree and Postgraduate Diploma in Organizational Psychology (Old Regulations) and the MSc degree and Postgraduate Diploma in Human Resource Management (Old Regulations) and individual modules has been discontinued and no new registrations for these programmes or individual modules will be accepted.

The last examinations under these Regulations will be held in 2018

- The status of the core modules is further articulated in sections 3, 4 and 6: Computer Conferencing is no longer offered on the core modules. If you have not previously completed the conferencing for the core modules you must transfer to the revised regulations.
- Progression regulations related to Computer Conferencing have been grouped together at section 6.

Preamble

- a) Throughout the Regulations, 'we' 'us' and 'our' mean the University of London; 'you' and 'your' mean the student, or where applicable, all students.
- b) Programme specifications and regulations may be revised during the time that you are registered with us. If revisions are made
 - we will give two years' notice if a course/module is withdrawn, a syllabus is substantially revised, a new requisite for a course/module is introduced or the assessment method for a course/module changes; and
 - we will give five years' notice if we withdraw a programme.
- c) The relevant General Regulations and the Programme Regulations relating to your registration with us are for the current year and not in the year in which you initially registered.
- d) On all matters where the regulations are to be interpreted, or are silent, our decision will be final.

1 Registration

Effective date of registration

1.1

Registration for the MSc and Postgraduate Diploma in Organizational Psychology and the MSc and Postgraduate Diploma in Human Resource Management and individual modules, offered under these regulations, has been discontinued and no new registrations for these programmes or individual modules will be accepted.

The last examinations under these Regulations will be held in 2018.

Period of registration

See the [Programme Specification](#) for the minimum and maximum periods of registration applicable to this programme.

See Glossary for the definition of 'effective date of registration'.

2 Recognition of prior learning and credit transfer

To be read in conjunction with the [General Regulations](#), Section 3.

Accreditation of prior learning

2.1

You may apply for APL mapped against a maximum of one module under these regulations.

2.2

We will not grant APL for the core modules (Organizational analysis/Organizational research) or the Dissertation module.

2.3

We will not consider any request for APL for a module under these regulations that relates to a qualification that has been obtained more than ten years before the application for APL is made.

3 Module selection

[Appendix A](#) provides details of the programme structures and module titles.

3.1

There are limits to the number of students who can be registered for each module each year and we cannot guarantee that your preferred choice of modules will always be available. On registration and annually, therefore, you will be asked to indicate an alternative choice.

3.2

Computer conferencing for each module will be conducted in ten-week blocks at specified times during the year. The module schedule is subject to change each year. Confirmation of each year's schedule will be published in the Programme Handbook.

See the [VLE](#) for the current Programme Handbook

3.3

At the Programme Director's discretion, you may change your choice of module even if you have commenced the tutor supported conferencing. A fee is charged for this service. You may not apply to change a module after entering for the examination.

3.4

You may apply to defer taking a module or an element of that module at any stage prior to entry to the examination for that module. A student who wishes to defer must apply in writing to the Student Registry. A student will be liable to pay a fee when resuming the module, or an element of that module.

3.5

The core modules are no longer taught. If you have previously completed the computer conferencing for the core modules you may still enter the examination.

Individual Modules

3.6

You may take up to three individual modules taken on a stand-alone basis.

3.7

The following credit bearing modules are available for study on a stand-alone basis:

- Selection and assessment
- Understanding organizations and change (previously known as Understanding and changing organizations)
- Life career development
- Work and well-being
- Motivation and performance at work

- Training and development
- Leadership and human resource management
- Employment relations
- International human resource management
- Practices in human resource management

3.8

All modules accommodate 150 notional study hours.

4 Assessment for the programme

See [Glossary](#) for the definition of 'examination' and 'written paper examination'.

4.1

Each module (except for the two core modules and the **Dissertation**) will be assessed by one one-hour unseen written paper examination.

4.2

The core modules are jointly assessed by a **Research proposal** of between 5,000 and 6,000 words. Marks for the Research Proposal will be deducted if it is over 6,000 words in length. A **Research proposal** significantly over 6,000 words may not be marked.

4.3

For each module (except for the Dissertation) you are required to:

- contribute satisfactorily to the computer conferencing discussion groups;
- attempt the written paper examination in the year of registration for the module concerned;
- ask for permission to defer your entry to the module or element of a module to another year if you are unable to contribute to the computer conferencing discussion groups or attempt the written paper examination.

If you do not satisfy the minimum computer conferencing requirements for a module you will not normally be permitted to attempt the written paper examination for that module.

Assessment for individual modules is the same. However, further guidance is provided below.

4.4

If you are submitting the **Research proposal** you must include *Organizational research/Organizational analysis* on your examination entry form and submit the form in accordance with our Regulations and procedures.

Assessment methods for the Dissertation

4.5

The Dissertation is assessed by a written scientific project of up to 10,000 words (including bibliography and notes, but excluding appendices). Marks for the Dissertation will be deducted if it is over 10,000 words in length. A Dissertation significantly over 10,000 words may not be marked.

4.6

The Dissertation will replace two modules. However, you must first get approval for your chosen dissertation topic from the Programme Director by submitting the dissertation proposal form, no later than **15 January** in the year of the proposed submission of the Dissertation. The Programme Director will also consider your ability to undertake the dissertation.

4.7

If you are submitting the **Dissertation** you must include *Dissertation* on your examination entry form and submit the form in accordance with our regulations and procedures.

4.8

If you fail the **Dissertation**, you will be required to re-write and submit a revised Dissertation at a future examination, or request approval of a new topic and offer a new Dissertation at a future examination.

Dates for examinations

See the website for the [list of examination centres](#).

4.9

Written paper examinations take place in October each year.

4.10

The completed **Research proposal** must be submitted electronically via the Virtual Learning Environment or returned in hard copy direct to the Examinations Office to arrive no later than **15 September** in the year of entry to this element of the examination. In cases where the Research proposal is returned unmarked because it has been submitted past its deadline the Research proposal must be submitted in the following year.

4.11

The completed **Dissertation** must be submitted electronically via the Virtual Learning Environment or returned in hard copy direct to the Examinations Office to arrive no later than **15 October** in the year of entry to this element of the examination. In cases where the **Dissertation** is returned unmarked because it has been submitted past its deadline, the **Dissertation** must be submitted in the following year.

4.12

The **Research proposal** and **Dissertation** may be submitted late only with the approval of the Programme Director, who, in giving permission, will specify the additional period allowed.

See [General Regulations](#) Rules for taking written examinations

Individual Modules

4.13

An individual module will be assessed using the same forms of assessment stated above. However, if you do not wish to be formally assessed in your individual module(s) you may choose whether or not to participate in the related computer conferencing discussion group(s).

5 Number of attempts permitted at an examination

5.1

The maximum number of attempts permitted at any examination is two.

Individual Modules

5.2

The maximum number of attempts permitted at any examination is **two** *provided* your registration has not expired.

6 Progression within the programme

See [section 4](#) for method of assessment.

6.1

Within the minimum and maximum registration period described in the Programme Specification, you may study all modules required for the award of the Postgraduate Diploma in any one year.

6.2

Within the minimum and maximum registration period described in the Programme Specification, you may register for a minimum of **one** module (with the exception of the two core modules which must be examined together) and a maximum of **five** modules for the award of the MSc in any one year:

- the **two** core modules (examined jointly) and up to **three** further modules (excluding the dissertation)
- or
- up to **five** modules (which may comprise the **Dissertation** and up to **three** further modules) if the **two** core modules have been passed on a previous occasion
- or
- up to **three** new modules (which may comprise the **Dissertation** and up to **one** new module) if making a second attempt at the examination for the **two** core modules.

6.3

If you have previously failed the core module examination (i.e. the Research proposal) at the first attempt you must re-sit that examination on the next occasion you enter an examination.

6.4

If you have not satisfactorily completed the computer conferencing discussion groups for the core modules you will not be able to complete the Postgraduate Diplomas and MSc degrees under these regulations. You must transfer your registration to the Revised Regulations.

Computer Conferencing

6.5

For each module (except for the **Dissertation**) you are required to make a minimum of two satisfactory contributions to the computer conferencing discussion groups and to attempt the written paper examination in the year of registration for the module concerned, unless you have been given permission to defer one or more of these elements.

6.6

If you do not satisfy the minimum computer conferencing requirements for a module you will **not** normally be permitted to attempt the written paper examination for that module.

6.7

If you have participated satisfactorily in the computer conferencing discussions groups for a module you will not be required to participate again in that module except as indicated below.

6.8

If you have previously deferred or failed the written examination for a particular module, having already participated satisfactorily in the computer conferencing for that module, you will normally be given access to the discussions that took place through computer conferencing during the year in which you participated. However, where computer conferencing is available you may choose to take part in the conferencing element of the module again in the current year.

6.9

If you have not participated satisfactorily in the computer conferencing for a module or you have deferred a written examination for more than three years after your initial examination entry, you must take part in the computer conferencing element of the module again. Conferencing is not available for core modules under these regulations.

6.10

You must pay the full module fee if you choose or are required to participate again in the current computer conferencing discussion groups. In order to access the computer conferencing discussions applicable for the year in which you first attempted the module a lower fee will be charged.

6.11

When re-taking the computer conferencing element, the regulations shall be the same as when this element was taken previously.

Transfer from a Postgraduate Diploma to the degree

6.12

If you transfer to an MSc degree you will **not** normally receive the award of the Postgraduate Diploma.

6.13

If you wish to transfer from the Postgraduate Diploma to the related MSc degree, offered under these regulations, you may do so for a limited period. From 1 January 2017 a Postgraduate Diploma (Old Regulations) student can only progress on to the related MSc degree (Revised Regulations), according to the transfer rules.

Transfer from the Old Regulations to the Revised Regulations

6.14

You can automatically transfer your registration to the related programme, under the Revised Regulations, in the following circumstances:

- If you have not yet been examined in any module and not submitted your Research proposal.
- or**
- If you have registered for and attempted any of the modules listed below (depending on your programme).

MSc and Postgraduate Diploma in Organizational Psychology	MSc and Postgraduate Diploma in Human Resource Management
Research proposal	Research proposal
Selection and assessment	Selection and assessment
Understanding organizations and change	International Human Resource Management
Life career development	
Work and wellbeing	

6.15

If you are allowed to automatically transfer your registration to the related Revised Regulations you may request a maximum of **one** mark from any of the modules listed in 6.14 to be credited to the new programme.

6.16

You may request recognition for learning completed under these Regulations through Accreditation of Prior Learning (APL). APL is applicable to the modules listed below only. A maximum of **one** module can be recognised through APL under the Revised Regulations.

	MSc and Postgraduate Diploma in Organizational Psychology			MSc and Postgraduate Diploma in Human Resource Management		
Old Regulations module	Motivation and performance at work	Training and development	Leadership and human resource management	Leadership and human resource management	Employment Relations	Practices in human resource management
Revised Regulations equivalent module	Employee relations and motivation	Learning and development	Leadership and performance management	Leadership and performance management	Comparative employment relations	Comparative employment relations

6.17

A maximum of one module achieved whilst studying under these Regulations can be credited to the revised programme, through either credit transfer or APL. Any marks which cannot be carried forward or be recognised within the related Revised Regulations will be discarded following transfer of your registration but will still appear on your final transcript.

6.18

We will use our discretion to consider any request to transfer if you have passed or failed or registered for but not yet attempted any modules which are not listed in 6.14 or 6.16. However, we may not give our approval in all cases.

6.19

If you have failed a module and are permitted to transfer to the related Revised Regulations programme you must resit the equivalent module after transfer. A second fail mark may mean that your registration ceases.

Transfer from an individual module

6.20

If you successfully complete the assessment for one or more individual modules you may be considered for progression to the following related awards: MSc in Organizational Psychology or Postgraduate Diploma in Organizational Psychology (Revised Regulations), MSc in Human Resource Management or Postgraduate Diploma in Human Resource Management (Revised Regulations).

6.21

If you are permitted to progress you may be credited with any modules successfully completed as an individual module. Neither progression, nor credit is automatic.

7 Schemes of award

7.1

Modules are marked according to the following scales:

Postgraduate Diploma and MSc

70+	Distinction
60+	Merit
50 to 59	Pass
0 to 49	Fail

7.2

The **two** core modules are assessed jointly by the Research proposal. The Research Proposal assessment therefore counts as **two** modules.

7.3

In order to be awarded the MSc in Organizational Psychology you must have attempted and passed **two** core modules (jointly assessed), plus either **eight** modules selected from a list of options or **six** modules selected from a list of options and the **Dissertation** (which counts as **two** modules).

7.4

In order to be awarded the Postgraduate Diploma in Organizational Psychology you must have attempted and passed **two** core modules (jointly assessed) and **four** modules selected from a list of options.

7.5

In order to be awarded the MSc in Human Resource Management you must have attempted and passed **six** compulsory modules, including **two** core modules (jointly assessed), plus either **four** modules selected from a list of options or **two** modules selected from a list of options and the **Dissertation** (which counts as **two** modules).

7.6

In order to be awarded the Postgraduate Diploma in Human Resource Management you must have attempted and passed **six** compulsory modules, including **two** core modules (jointly assessed).

7.7

For the award of a merit you must have an average mark of 60% across all assessed modules.

7.8

For the award of a distinction you must pass four or more modules with a mark of 70% or over, and have marks of 60% or over in all other modules.

7.9

Examiners have complete discretion to take into account your overall performance.

Intermediate awards

7.10

You may be considered for the award of the related Postgraduate Diploma if you have satisfied the Examiners (at the level required for the award concerned) in the subjects that comprise the Postgraduate Diploma. If you receive the award of Postgraduate Diploma in Organizational Psychology or the Postgraduate Diploma in Human Resource Management you will not subsequently be able to receive the award of the MSc in Organizational Psychology or the MSc in Human Resource Management.

7.11

The award of the Postgraduate Diploma in Organizational Psychology or the Postgraduate Diploma in Human Resource Management will be with effect from the year in which you satisfied the requirements for that award.

Individual modules

7.12

The pass mark for an individual module is 50%.

Appendix A – Structure of the programmes

Postgraduate Diploma in Organizational Psychology	MSc in Organizational Psychology
Two core modules	Two core modules
<i>Organizational analysis [OPM010] ♣</i>	<i>Organizational analysis [OPM010] ♣</i>
<i>Organizational research [OPM010] ♣</i>	<i>Organizational research [OPM010] ♣</i>
Plus	Plus
Four modules chosen from	Eight modules chosen from
<i>Selection and assessment [OPM100]</i>	<i>Selection and assessment [OPM100]</i>
<i>Understanding organizations and change (formerly known as Understanding and changing organizations) [OPM190]</i>	<i>Understanding organizations and change (formerly known as Understanding and changing organizations) [OPM190]</i>
<i>Life career development [OPM120]</i>	<i>Life career development [OPM120]</i>
<i>Career counselling and coaching [OPM180]</i>	<i>Career counselling and coaching [OPM180]</i>
<i>Work and well-being [OPM140]</i>	<i>Work and well-being [OPM140]</i>
<i>Motivation and performance at work [OPM150]</i>	<i>Motivation and performance at work [OPM150]</i>
<i>Training and development [OPM160]</i>	<i>Training and development [OPM160]</i>
<i>New technology at work [OPM170]</i>	<i>New technology at work [OPM170]</i>
<i>Leadership and human resource management [OPM060]*</i>	<i>Leadership and human resource management [OPM060]*</i>
<i>Employment relations [OPM030]*</i>	<i>Employment relations [OPM030]*</i>

**Programme Regulations 2016 Organizational Psychology and
Human Resource Management (Old Regulations) (MSc/PG Dip)**

<i>International human resource management [OPM040]*</i>	<i>International human resource management [OPM040]*</i>
<i>Practices in human resource management [OPM050]*</i>	<i>Practices in human resource management [OPM050]*</i>
	<i>Dissertation [OPM500] (counts as two modules) (previously known as the Research project)</i>

Students may only take a maximum of two of the modules that are marked with an asterisk.

Postgraduate Diploma in Human Resource Management	MSc in Human Resource Management
Six compulsory modules	Six compulsory modules
Two core modules	Two core modules
<i>Organizational analysis [OPM010] ♣</i>	<i>Organizational analysis [OPM010] ♣</i>
<i>Organizational research [OPM010] ♣</i>	<i>Organizational research [OPM010] ♣</i>
Plus	Plus
<i>Leadership and human resource management [OPM060]</i>	<i>Leadership and human resource management [OPM060]</i>
<i>Employment relations [OPM030]</i>	<i>Employment relations [OPM030]</i>
<i>International human resource management [OPM040]</i>	<i>International human resource management [OPM040]</i>
<i>Practices in human resource management [OPM050]</i>	<i>Practices in human resource management [OPM050]</i>

	<p>Plus</p> <p>Four modules chosen from</p> <p><i>Selection and assessment [OPM100]</i></p> <hr/> <p><i>Understanding organizations and change (formerly known as Understanding and changing organizations) [OPM190]</i></p> <p><i>Life career development [OPM120]</i></p> <p><i>Career counselling and coaching [OPM180]</i></p> <p><i>Work and well-being [OPM140]</i></p> <p><i>Motivation and performance at work [OPM150]</i></p> <p><i>Training and development [OPM160]</i></p> <p><i>New technology at work [OPM170]</i></p> <p><i>Dissertation [OPM500] (counts as two modules) (previously known as the Research project)</i></p>
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Notes:

- The examination numbers are appended to the module titles and these numbers should be used when completing examination entry forms.
- Selection of the **Dissertation** topic is subject to successful completion of the core modules and the approval of the Programme Director.
- Not all modules will necessarily be available every year.
- Modules are taught at different times of the year. Please refer to the current module timetable in the Programme Handbook.
- ♣ Modules are no longer taught but will be assessed until 2018. All other modules will be taught and assessed until 2018.

Appendix B – Module Outlines

Core modules

Organizational Analysis and **Organizational Research** are assessed jointly by a research proposal of between 5,000 and 6,000 words.

The core modules are no longer taught but will be assessed until 2018.

Organizational Analysis [OPM010]

An overview of the different levels of analysis within organizational research. Emphasis will be placed on the different paradigms from which to analyse organizations, and the roles of theories and facts. Evidence-based and reflexive practice will be evaluated, as well as some specific foci on analysing power, gender and ethics. The aim of this module is to provide a sound basis from which to explore, evaluate and critique any issue within organizational psychology or human resource management.

Organizational Research [OPM010]

Introduces the areas of knowledge which are necessary to critically evaluate research reports and papers, and provides the knowledge needed to carry out a quantitative or qualitative Research project. Areas covered will include: research design; sampling; both qualitative and quantitative approaches to data collection; the statistical analysis of quantitative data; the preparation of research reports and the use of different paradigms in research.

Other modules

With the exception of the Dissertation, the following modules are assessed by one one-hour unseen written examination.

Employment relations [OPM030]

This module provides an overview of current developments in employee relations. It considers the influence of employers, employees, trade unions and the state in shaping the employment relationship. Areas covered include the issues of management strategy and strategic choice; flexibility in employment and managing diversity; the reform of pay determination and performance management; the role of trade unions and the management of conflict; and the role of the state as an employer. The aim of the course is to develop a critical understanding of changing patterns of employee relations.

International human resource management [OPM040]

This module addresses the issues raised by international and comparative human resource management. It explores the impact of national culture, the debates in the comparative HRM literature and examples of differences in the way HRM is conducted around the world. It also examines how international organisations deal with the extra complexity that operating internationally brings to HRM.

Practices in human resource management [OPM050]

This module is concerned with the practice of human resource management in organisations. It considers issues relating to the links between HRM strategy, policy and practice, highlighting potential models of best practice and barriers to successful implementation, where appropriate. It discusses HRM policy and practice concerning recruitment and selection, organisational exit, performance management, careers, training and development, job design and reward. It examines employee relations and equal opportunities in the context of their relationship with HRM.

Leadership and human resource management [OPM060]

This module discusses different approaches to managing and leading people at work. In particular two main topics are covered: first, Human Resource Management, which focuses on theory and practice of the management of employment or people in organizations. Second, Leadership, which focuses largely on the management of “soft factors” at work from the perspective of leader and followers and the processes evolving between them.

Selection and assessment [OPM100]

This module is designed to cover the key issues involved in selecting and assessing people at work. Various selection methods are described, and the criteria used for evaluating them are discussed. The nature and causes of good job performance, and issues relating to the process of job selection, are considered. A discussion of the validity of various job selection methods is followed by an examination of the psychological processes involved in selection. Finally, the fairness of selection systems is considered.

Life career development [OPM120]

This begins by examining the concept of career from a variety of perspectives. It considers the process of occupational choice and occupational socialisation and different types of career path. Various ways of representing people’s careers and ways of intervening in career development are discussed. Students are helped to understand their own life-career development and consider ways in which they can help themselves and others make role transitions.

Work and well-being [OPM140]

The aim of this module is to develop an understanding of the nature and extent of relationships between work and well-being. Areas covered include the determinants of well-being; relationships between work and well-being; work and well-being in the context of everyday life; unemployment; the role of individual differences; stress; and the use of organizational and individual interventions aimed at influencing well-being.

Motivation and performance at work [OPM150]

Examines contemporary work motivation theories within a coherent framework and the causes of high performance. Areas to be covered will include: content, need, process, and cognitive theories of work motivation; the identification and measurement of performance criteria; explanations for high performance; and the relationship between performance and a variety of organizational variables including pay, leadership, groups, job design, work systems, technical change, involvement and commitment, attribution and self-efficacy, and goal setting.

Training and development [OPM160]

The meaning of training and development is explored. Several models of effective training are introduced, and ways of identifying training needs are examined. Theoretical approaches to learning are discussed. Various training methods are covered in relation to both theoretical aspects of learning and the nature of the material to be learnt. Finally, the ways in which training can be evaluated are considered.

New technology at work [OPM170]

New forms of computer-based technology present both opportunities and challenges for organizations. How can this technology be designed to facilitate effective use? What new ways of working are implicated by advanced technologies? This module covers a range of psychological and organizational issues pertaining to the use of new technology at work, from designing and evaluating the human-machine interface to analysing the management of technological change.

Career counselling and coaching [OPM180]

Students that have taken module Career counselling theory and practice [OPM130] are not permitted to register for this module

Students are helped to develop an understanding of the theoretical basis of career counselling. This is achieved by exploring ideas from the main approaches to counselling generally, and drawing out the implications and applications particularly relevant to career counselling. The module then considers session management, assessment and the use of information and communication technology in career counselling. Ethical and professional issues are also addressed.

Understanding organizations and change [OPM190] (formerly known as Understanding and changing organizations)

Students that have taken module Organizational change [OPM110] are not permitted to register for this module

The course will include lectures, seminars and group work. The aim of group work is to give you the opportunity to develop skills of critical discussion, to evaluate evidence presented to you, to present an argument to others. It is also an opportunity for you to learn about a wide range of organizations, to draw on different experiences of work and to build up networks with others who are interested in similar areas.

On this module, we will introduce you to the wide range of approaches to analysing and changing organizations.

Examples of the topics included are:

- strategy
- organisational development
- culture
- power and politics
- influencing organisational change
- fashion and organisations
- management consultancy

- discourse and change

Dissertation [OPM500]

Previously known as the Research project. Assessed by submission of a written scientific report of 10,000 words (including bibliography and notes but excluding appendices).

The Dissertation takes the form of an empirical study, quantitative or qualitative, conducted by the student on some aspect of Organizational Psychology and Human Resource Management.

Appendix C – Assessment criteria for the Dissertation

Less than 50

Projects that fail may do so because of serious shortcomings in either the write up or the empirical work. For example, a study that employs a research design and/or analysis that is inappropriate to the research questions, or is incorrectly carried out or interpreted will fail because it is unlikely to produce sound findings. A write-up that does not contain a well researched, critical discussion and appraisal of the literature, and a clearly argued rationale for the study, will fail even if the study appears to have been well carried out and to have produced sound findings.

50–59

Demonstrates a reasonable grasp of the subject. Covers enough of the appropriate literature to demonstrate a clear need for the study/review. Has an argument that is easy to follow but lacks a clear critical grasp of all the issues. The research design, sample, method and data analysis should be appropriate to the problem being investigated. The study may be limited in scope and execution, perhaps because of problems experienced in carrying it out, or may show signs of a hurried write up.

60–69

Demonstrates a good critical grasp of the subject. Contains a thorough review of the literature. Should give a clear argument that leads the reader through the nature of the problem investigated and the findings. The research design should be appropriate to the research questions and whilst the sample and the research methods and analysis might not be flawless, they should allow reasonably clear judgement of the meaning of the findings. The discussion should indicate understanding of the results and their relevance.

70–79

Demonstrates an expert, critical grasp of the subject. Contains a thorough, up-to-date, critical review of the literature. Clearly and concisely argued throughout. The research design should be appropriate to the research questions and address them in an interesting way; the size and nature of the sample and methods of data collection and data analysis should allow for clear judgements of the meanings of the findings. The discussion of the results should show full understanding of the implications of the findings. The study should be sufficiently well designed and well conducted to be considered for publication in an academic journal.

80+

In addition to the criteria required for a mark of 70-79, the Dissertation should bring original insights to the analysis and argument. The research, the analysis and the argument should be of publishable quality.

Appendix D – Assessment criteria for the Research Proposal

Less than 30

The wrong idea completely. This is not a proposal that realistically could lead to a piece of meaningful research.

30–39

Some very limited understanding of the process of conducting research. Some evidence of very limited awareness of the core material, with some reference to relevant literature.

40–44

Evidence of a limited awareness of the core material, and referencing of the key literature. The research design, sample, method and proposed data analysis is not appropriate to the problem being investigated. The study proposed is very limited in scope.

45–49

Proposals that fail in this category may do so because of serious shortcomings in either the write up or the empirical work proposed. The research design, sample, method and proposed data analysis is not appropriate to the problem being investigated. Some evidence of positing an appropriate research question. Some evidence of core literatures being evaluated.

50–59

Demonstrates a reasonable grasp of the subject. Covers enough appropriate literature to demonstrate a need for the study. Has an argument that is easy to follow but lacks a clear critical grasp of all the issues. The research design, sample, method and data analysis should be appropriate to the problem being investigated in most respects though some changes may be needed for the study to answer the research questions.

60–69

Demonstrates a good critical grasp of the subject and why research is needed. Contains a brief review of the relevant literature. Should have a clear argument that leads the reader through the nature of the problem to be investigated and the likely meaning of the findings to be obtained. The research design should be appropriate to the research questions and whilst the sample and the research methods and analysis might not be flawless, they should allow reasonably clear judgements of the meaning of the findings. The discussion should indicate understanding of how the results should be interpreted.

70–79

Demonstrates an expert, critical grasp of the subject. Contains a clear and critical outline of the relevant literature. Clearly and concisely argued throughout. The research design should be appropriate to the research questions and address them in an interesting way; the size and nature of the sample and the methods of data collection and data analysis should allow for clear judgements of the meaning of the findings.

80+

In addition to the criteria required for a mark of 70-79, the research proposal should demonstrate an original approach to the method of conducting the research and analysing the data that promises to deliver new insights into the topic area.

Appendix E – Assessment criteria for unseen paper

90–100

Excellent breadth and depth of analysis. Very good originality and insight and excellent ability to critically evaluate, contrast, and 'play' with research/ideas.

80–89

Excellent breadth and depth of analysis. Demonstrates very good ability to critically evaluate and contrast research/ideas. Shows good originality and insight.

70–79

Very good breadth of analysis. Demonstrates good ability to critically evaluate and contrast research/ideas, and shows some moderately good originality and insight.

65–69

Good breadth and depth of analysis. Demonstrates moderately good ability to critically evaluate and contrast research/ideas. Some originality and insight.

60–64

Good breadth of material relevant to the question. Some critical evaluation and contrasting of research/ideas. Some depth of analysis, though lacking in originality or insight.

55–59

Demonstrates a good understanding of the question and a moderately good breadth of analysis. Limited in critical evaluation or research ideas.

50–54

Demonstrates a clear understanding of the question and an awareness of the key issues. Evidence of a moderate awareness of the core material though with limited breadth or depth of analysis. Very little critical evaluation of research/ideas.

45–49

Demonstrates a basic grasp of the question and addresses a very small number of relevant issues. Evidence of very limited awareness of the core material.

30–39

Demonstrates some very limited understanding of the question.

Less than 30

The wrong idea completely. Does not answer the question at all.