UCL SUMMER SCHOOL

Business Psychology

Key Information

Module code: ISSU0041
Taught during: Session One: Monday 4 July - Friday 22 July 2022
Mode of delivery: Face-to-face on campus
Module workload: 45 teaching hours plus approximately 100 study hours
Module leader: Dr Iwona Kubica
Department: School of Management, Faculty of Engineering
Credit: 15 UCL credits, 7.5 ECTS, 4 US
Level: Level 1, first year undergraduate
Pre-requisites: Standard entry requirements
Assessment: Weekly quizzes (30%), Essay (70%)

Module Overview

This module introduces students to the key findings and theories concerning how people think, feel and behave in organizations. It is equally relevant to students wishing to gain an understanding of business psychology at the university level as it is to students keen on developing hands-on skills that can be applied in organisational settings. The module focuses on topics such as motivation, negotiations, group and network dynamics, social status, influence, and individual personality. The module features interactive lectures, research exercises, and experiential activities, including individual negotiations, group problem-solving, and using data analysis to make strategic business decisions.

Week One:
- Personality and interpersonal processes
- Intelligence and judgment in the workplace
- Principles of motivation

Week Two:
- Negotiations
- Leadership and power
- Social status and the science of strategic influence

Week Three:
- Social networks in organizations

Please note that this module description is indicative and may be subject to change.
Module Aims
Drawing on theory and research in personality and social psychology, organizational behaviour, sociology, and network science, the module aims to provide an interdisciplinary approach to understanding how people function in business settings. Each core topic (e.g., personality and cognitive assessment) will be matched with an applied problem in organizations (e.g., hiring). A particular focus will be made on UCL’s rich history in business, psychology and statistics, from which so many fields benefit today. Many figures with ties to UCL, including Charles Spearman (who helped lay the foundation for the assessment of cognitive ability used in hiring scenarios) and Edwin Waterhouse (founding partner of accounting firm PricewaterhouseCoopers), will be featured in lectures to highlight UCL’s (and London’s) critical role in the world of business as we know it today. In addition to these applied and historical elements, the module offers opportunities for students to gain valuable research experience by conducting data analyses using standard statistical and network analysis software, and making business recommendations on the basis of their analyses. The module also provides experiential opportunities by involving students in Harvard-style one-on-one and group negotiations with their classmates.

Teaching Methods
The module features interactive lectures, research exercises, and experiential activities, including individual negotiations, group problem-solving, and using data analysis to make strategic business decisions. A typical day involves a brief review, an interactive lecture where students actively engage with the material, a hands-on activity (e.g., for negotiations, the students read a case, prepare notes, and then negotiate) and a feedback discussion, and then a summary of the key lessons learned with a brief outlook of the next day’s focus.

Learning Outcomes
Upon successful completion of this module, students will:

- Understand how to use theory and evidence to inform their decisions at work
- Know how to critique and offer useful alternatives to dubious management practices
- Know the foundational concepts and theories in business psychology, preparing them for further study in organisational behaviour, psychology, sociology, or related fields
- Have the skill to conduct basic statistical and network analyses to address business issues
- Have the skill to improve their outcomes in one-on-one and group negotiations

Key Texts


Herzberg, F. 2003. One more time: How do you motivate employees? Harvard Business


**Module Leader**

Iwona is a UCL academic and HR professional with over 10-years’ experience in scientific and business projects across numerous industries. Iwona has been at UCL for four years now and is an expert in all aspects of Business Psychology. She is also the L&D Manager at Women in Tech Club. Her specialist areas include: HR strategy, (virtual) on-boarding, talent development, performance management, culture change, and technology’s impact on a company’s security, image and profitability. Iwona is also author and co-author of several books and academic articles in the field of HRM and Organisational Behaviour. She has taught, lectured and researched extensively in the UK, Poland, USA, Italy and Switzerland. Last but not least, Iwona will be taking sessions with you along the way and she is also there to provide excellent support at all times.