

Master of Science in Work and Organisational Psychology

PROGRAMME HANDBOOK 2025-2026

This Programme Handbook is subject to periodic review and changes may be made when needed. Students will be informed of the changes as and when appropriate.

(Last update: 21 July 2025)

1 Programme Academic Calendar

Term 1

ACADEMIC CALENDAR 2025-26

	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Events
AUG 2025						1	2	25-29: Registration; 28: School of Graduate Studies Student Orientation
	3	4	5	6	7	8	9	
	10	11	12	13	14	15	16	
	17	18	19	20	21	22	23	
	24	25	26	27	28	29	30	
	31							
SEP 2025		1	2	3	4	5	6	2: Academic Year 2025-26 starts
	7	8	9	10	11	12	13	8: TERM 1 CLASSES BEGIN; 8-15 Add/drop Period
	14	15	16	17	18	19	20	
	21	22	23	24	25	26	27	
	28	29	30					
OCT 2025				1	2	3	4	1: National Day
	5	6	7	8	9	10	11	7: The day following the Chinese Mid-Autumn Festival
	12	13	14	15	16	17	18	
	19	20	21	22	23	24	25	
	26	27	28	29	30	31		29: Chung Yeung Festival
NOV 2025							1	
	2	3	4	5	6	7	8	
	9	10	11	12	13	14	15	
	16	17	18	19	20	21	22	
	23	24	25	26	27	28	29	
	30							
DEC 2025		1	2	3	4	5	6	4-5: Congregation (classes suspended)
	7	8	9	10	11	12	13	12: TERM 1 CLASSES END
	14	15	16	17	18	19	20	
	21	22	23	24	25	26	27	25: Christmas Day; 26: The first weekday after Christmas Day
	28	29	30	31				

Term 2

JAN 2026					1	2	3	1: The first day of January 19: TERM 2 CLASSES BEGIN; 19-26 Add/drop Period
	4	5	6	7	8	9	10	
	11	12	13	14	15	16	17	
	18	19	20	21	22	23	24	
	25	26	27	28	29	30	31	
FEB 2026	1	2	3	4	5	6	7	5: Sports Day (classes suspended) 16-20: Chinese New Year Holidays (students)
	8	9	10	11	12	13	14	
	15	16	17	18	19	20	21	
	22	23	24	25	26	27	28	
MAR 2026	1	2	3	4	5	6	7	
	8	9	10	11	12	13	14	
	15	16	17	18	19	20	21	
	22	23	24	25	26	27	28	
	29	30	31					
APR 2026				1	2	3	4	3: Good Friday; 4: The day following Good Friday 6: The day following Ching Ming Festival; 7: The day following Easter Monday
	5	6	7	8	9	10	11	
	12	13	14	15	16	17	18	
	19	20	21	22	23	24	25	
	26	27	28	29	30			
MAY 2026						1	2	1: Labour Day 8: TERM 2 CLASSES END 25: The day following the Birthday of the Buddha
	3	4	5	6	7	8	9	
	10	11	12	13	14	15	16	
	17	18	19	20	21	22	23	
	24	25	26	27	28	29	30	
	31							
JUN 2026		1	2	3	4	5	6	19: Tuen Ng Festival
	7	8	9	10	11	12	13	
	14	15	16	17	18	19	20	
	21	22	23	24	25	26	27	
	28	29	30					
JUL 2026				1	2	3	4	1: Hong Kong Special Administrative Region Establishment Day
	5	6	7	8	9	10	11	
	12	13	14	15	16	17	18	
	19	20	21	22	23	24	25	
	26	27	28	29	30	31		
AUG 2026							1	31: Academic Year 2025-26 ends
	2	3	4	5	6	7	8	
	9	10	11	12	13	14	15	
	16	17	18	19	20	21	22	
	23	24	25	26	27	28	29	
	30	31						

 General Holidays (General Holidays in 2026 to be confirmed)
 Important Dates for Students to Note
 Italic Major Events
 Examinations
 Term Classes Begin/End
 Period for course add/drop

2 Programme Information

2.1 Background

The Programme focuses on the core elements of modern work and organisational psychology. Students will learn about personnel psychology, organisational psychology, occupational health psychology, psychology of IT in the workplace, and interpersonal skills in organisations. Students will also learn to apply skills in coaching and counselling, conflict management, and social problem-solving in the workplace. It aims to prepare students for a career in managerial positions particularly in health care, trainers, human resource managers, organisational consultants, or further studies in the field.

2.2 Aims and Programme Intended Learning Outcomes

The programme aims to....

- provide an environment conducive to learning knowledge and skills in the areas of work and organisational psychology;
- give exposure to contemporary theories and best practices in work and organizational psychology;
- build a learning community that nurtures students, fosters interpersonal skills, and builds team spirit; and
- develop a strategic perspective on work and organisational psychology in equipping organisations to thrive within complex and rapidly changing environments.

Programme Intended Learning Outcomes (PILOs)

PILO1: Apply skills and knowledge for managing and developing people in the continuously changing work environment

PILO2: Think critically in solving problems regarding the management of individual members and work teams

PILO3: Make informed human resource decisions with reference to best practices, organisational constraints, and environmental demands

PILO4: Implement consulting psychology/human resource strategies to support the development of quality of work life and occupational well-being of employees

2.3 Mode of Study

Full-time / Part-time

2.4 Normal and Maximum Duration of Study

Mode of Study	Minimum Study Period	Maximum Study Period
Full-time	1 year	3 years
Part-time	2 years	4 years

2.5 Medium of Instruction

English

2.6 Contributing Departments/Units/External Partners

Host Department: Department of Psychology, Faculty of Social Sciences

Detail please refer to <https://www.ln.edu.hk/psy/>

2.7 Programme Structure

2.7.1 Curriculum

Course Code	Course Title	Credit
Core Courses (5 courses, a total of 15 credits)		
PSY511	Psychology & Work Today: An Introduction to Work Psychology	3
PSY512	Personnel Psychology	3
PSY513	Organisational Psychology	3
PSY514	Occupational Health Psychology	3
PSY515	Research Methods in Work Psychology	3
Elective Courses (Any 5 courses, a total of 15 credits)		
PSY601	The Psychology of IT at Work	3
PSY602	Human Relationship and Interpersonal Skills in Organisations	3
PSY603	Seminar on Selected Issues in Work and Organisational Psychology	3
PSY604	Consumer Psychology	3
PSY605	Coaching and Counselling in the Workplace	3
PSY606	Applied Positive Psychology at Work	3
PSY607	Problem Solving and Decision Making in the Modern	3

	World	
PSY608	Guided Research	3
PSY609	Workplace Diversity and Inclusion	3
PSY613	Principles of Psychological Assessment	3
Total		30

2.7.2 List of Courses for 2025-26

Psychology & Work Today: An Introduction to Work Psychology

This course introduces key concepts, theories and practices of psychology applied to the workplace. Students will be equipped with basic knowledge of work psychology that helps our understanding and management of the world of work today.

Personnel Psychology

This course is designed to expose postgraduate students to personnel psychology. It will cover key areas in the field of personnel psychology, including job analysis, performance evaluation, employee selection, training, etc. Practical and legal implications of the personnel practices will be discussed.

Organisational Psychology

This course introduces students to the field of organisational psychology, which is the study of human behaviour in groups and organisations. Students will learn about the dynamics between individuals and groups, and how these dynamics affect individuals' behaviours in organizational contexts. Students will build their knowledge by learning the principles underlying the analysis and understanding of human behaviours in organisations.

Occupational Health Psychology

This course will provide students with an introduction to theories and practices in occupational health psychology within the emerging field of positive psychology. The important dynamic relationship between work and the workers is highlighted. In line with the development of positive psychology, this course offers a platform for an impressive blend of research, discussion and training in human strengths in promoting workers' health and well-being, thereby enhancing the experience and consequences of work itself.

Psychology of IT at Work

This course is designed to introduce the sub-discipline of human computer-interaction (HCI) to students. This course will cover the basics of HCI with a focus on information technology (IT) in work settings. The course will examine principles, techniques and methods in HCI

research in relation to practical IT applications. An overarching theme of this course is to teach students to think about technology in relation to organisational psychology, safety, work efficiency and effectiveness.

Human Relationship and Interpersonal Skills in Organisations

This course emphasizes the understanding and development of effective interpersonal skills and strategies in verbal and non-verbal communication in organisations. Personal, situational, and cultural influence on human interaction will be addressed. Key topics in this course include interpersonal dynamics, listening skills, conflict management, effective negotiation, communication in work team, business communication styles, etc. Video clips will be used to demonstrate effective and ineffective communication. Group discussion will be facilitated to discuss factors which may influence the interpersonal communication process.

Seminar on Selected Issues in Work and Organisational Psychology

The focus of this seminar is to critically examine current issues and controversies in the areas of work and organisational psychology. Recent theoretical developments and emerging viewpoints are emphasized.

Consumer Psychology

This course aims at providing a clear understanding of the principles and concepts of consumer behaviour. The course mainly focuses on the consumer as an individual and provides both the micro and macro perspectives of the factors influencing consumers. It emphasizes how the basic psychological process (e.g., personality, perception, memory, persuasion, etc.) and social and cultural factors (e.g., group dynamics, family, social class, etc.) affect consumer behaviours (e.g., brand attitudes, brand loyalty, decision making, etc). Students will learn how to use the knowledge of consumer psychology to develop effective marketing tactics. It is hoped that after completing the course, students will be able to think like marketers and be better consumers.

Coaching and Counselling in the Workplace

This course is intended as an introduction to the basic concepts and issues of workplace coaching and counselling. Various problems faced by employees that hinder their professional and personal growth are also examined in order to promote civility, teamwork, work-life balance, and well-being in the workplace.

Applied Positive Psychology at Work

This course introduces new developments in positive psychology, specifically the applied positive psychology perspective, to enhance happiness, resilience, well-being, individual

health, and performance/productivity of institutions. The course also highlights positive psychology ideas and science, and some psychological capacities such as Psychological Capital to psychological intervention in different work settings.

Research Methods in Work Psychology

This course provides an overview of practical research methods used in workplace settings. Students will learn key concepts in conducting research, such as sampling techniques in data collection, reliability and validity in psychological assessment, and the use of appropriate research design for a particular research question, such as survey and observation methods. Students will also learn to use correct statistical skills in handling and analyzing data, and research ethics in recruiting humans as participants. The course emphasizes underlying principles and practical application. Students will have hands-on practice in actual data analyses using common statistical software as well as company/site visits.

Guided Research

This course aims to provide students with hands-on research experience. In particular, a research project related to work and applied psychology will be conducted. In their projects, students will implement research ideas by extending theories and research skills that they have learned and acquired. They will produce a research report under the supervision of the instructor.

Workplace Diversity and Inclusion

Contemporary organizations are witnessing sharp increases in workplace diversity. Workplace diversity is described as differences based on any characteristic (e.g., age, gender, ethnicity, educational and functional backgrounds) on which employees differ or perceive themselves to be different from their co-workers. Employees work with colleagues who come from different countries and areas, have different educational and cultural backgrounds, and have different areas of expertise and roles. The concept of diversity is becoming a strategic priority for organizational leaders and policy makers as they hope to attract more international talents, boost technological innovation, and promote economic and societal prosperity. Even more relevant, how to make use of AI and big data to enhance and adapt diversity in the workplace is a managerial trend for organizational leaders.

Principles of Psychological Assessment

This course will provide an overview of basic issues involved in the field of psychological testing, as well as examine the application of various psychological assessments. The course is organised around three domains relevant for psychological testing and assessment: (1) principles of psychological testing; (2) application of psychological assessments in various

contexts, particularly in clinical setting; and (3) professional issues related to psychological assessment. This course will require that students have some knowledge of statistics and quantitative methods prior to taking this course.

2.7.3 Curriculum Mapping

	Core and elective courses – the courses within which MWOP programme learning outcomes are addressed																
	Required Courses					Elective Courses											
	PSY511 Psychology & Work Today: An Introduction to Work Psychology	PSY512 Personnel Psychology	PSY513 Organisational Psychology	PSY514 Occupational Health Psychology	PSY515 Research Methods in Work Psychology	PSY601 Psychology of IT at Work	PSY602 Human Relationship and Interpersonal Skills in Organisations	PSY603 Seminar on selected Issues in Work and Organisational Psychology	PSY604 Consumer Psychology	PSY605 Coaching and Counselling in the Workplace	PSY606 Applied Positive Psychology at Work	MGT601 Comparative and Cross-cultural Management	MGT603 Managing Conflicts in Organisations	PSY607 Social Problem Solving and Decision Making in the Modern World	PSY608 Guided Research	PSY609 Workplace Diversity and Inclusion	PSY613 Principles of Psychological Assessment
Learning outcome of the MWOP programme																	
• apply skills and knowledge for managing and developing people in continuously changing environments	X	X			X			X		X	X	X	X	X	X	X	X
• think critically in solving problems regarding the management of individual members and work teams		X			X	X	X	X	X		X	X	X	X	X	X	X
• make informed human resource decisions with reference to best developmental practices, organisational constraints, and environmental demands;	X	X	X	X			X								X	X	X
• implement consulting psychology/ human resource strategies to support the development of quality of work life and occupational well-being of employees			X	X			X			X	X				X		

2.8 [Student Progression Requirements](#)

2.8.1 The minimum Cumulative GPA (CGPA) requirement for progression in this programme is **2.50** out of 4.0.

2.8.2 Generally, students should be subject to an academic review at the end of each term. In the case where a student enrolled in less than 6 credits in a term, the academic review shall be done when he/she has cumulatively enrolled in 6 credits or more.

2.8.3 A student whose CGPA is below **2.50** at the academic review will be put on academic probation in the following term or discontinued from studies as prescribed in Section 2.9.

2.8.4 At the end of the term in which the student on academic probation has cumulatively enrolled in 6 or more credits, if he/she obtains a CGPA of **2.50** or above, probation will be lifted. Otherwise, his/her studies will be discontinued.

2.8.5 A student may be put on academic probation for only one time during his/her whole period of study in the programme. After the academic probation is lifted and the student continues on the programme, the student will be discontinued from his/her studies if his/her CGPA is below **2.50** at a subsequent academic review.

2.8.6 A warning concerning the need to improve his/her academic performance should be issued to a student whose CGPA is at or above the level required for progression but below the level for graduation, i.e., a student whose CGPA is at or above 2.50 but below 2.67 (which is the minimum required for graduation).

2.9 Discontinuation of Studies

2.9.1 The Senate may, on the recommendation of the Postgraduate Studies Committee (the Committee), discontinue the studies of a student at any time on the grounds of the candidate's unsatisfactory performance or failure to comply with specific stipulations in [*Regulations Governing Taught Doctoral/Master's Degree Programmes*](#).

2.9.2 The studies of a student will normally be discontinued if,

- (a) he/she fails to have his/her academic probation lifted at the end of the term when he/she has taken cumulatively 6 or more credits since he/she has been put on probation, or
- (b) his/her CGPA is below **2.50** at an academic review after the academic probation is lifted and the student continues on the programme;
- (c) he/she fails to fulfill progression requirements specified in Section 2.8; or
- (d) he/she fails to fulfill all requirements for graduation within the maximum study period.

2.9.3 A student's academic standing, as referred to in Section 2.9.2, is subject to the approval of the Senate upon the recommendation of the Committee.

2.9.4 A student whose studies have been discontinued may appeal through the Registrar against the decision. Details are stipulated in Section 9 of the [*Regulations Governing University Examinations and Course Work*](#).

2.10 Graduation Requirements

A student will be evaluated for graduation at the conclusion of the term in which he/she may

satisfy all the conditions for an award. If a student is not allowed to graduate, he/she will be re-evaluated for graduation at the end of subsequent terms.

The student should have fulfilled all graduation requirements stipulated in the curriculum of his/her programme. The University reserves the right to make amendments to academic programmes from time to time as approved by the Senate.

The cumulative grade point average that a student should have obtained for graduation will be specified by individual programmes and this shall **not be below 2.67**.

A student is required to graduate as soon as he/she satisfies all the conditions for an award.

A student may graduate upon completion of all requirements at the end of any term in an academic year.

A student's eligibility for graduation is subject to Senate approval.

2.11 Award Classification

Distinction will be awarded when a student achieves a Cumulative G.P.A. of 3.50 or above, and has fulfilled the requirements for graduation of a master's degree programme.

Award Classification	Cumulative GPA
Distinction	3.5 or above
Pass	2.67 – 3.49

2.12 Degree Conferment Date

Awards of this programme will be conferred on 31 March, 31 August or 15 November* in each academic year. If students have a preferred degree conferment date, they should indicate it during course commencement.

**Subject to revision by the University.*

2.13 Early Alert System

- The Early Alert System aims to identify students experiencing difficulties in their studies and provide **timely support**.

- Programme Offices shall:
 - request teachers, around the middle of the term, to report students who may require special attention (e.g. frequent absences, poor performance in tests and/or midterms);
 - compile a warning list for each course and cross-check with other teachers;
 - **issue mid-term warnings to students who have not performed well;** and
 - maintain ongoing communication and monitoring of the students concerned.

2.14 Scholarships and Financial Assistance

Merit Scholarship (HK\$3,000) will be given to both full-time and part-time student(s) who attain a GPA at or above 3.5 for doing four or more courses at the end of EACH TERM. This serves as encouragement and motivation for them to keep up the good work in the following term(s).

Distinguished Academic Performance Scholarship (HK\$ 5,000) will be given to 3 students (both full-time and part-time students who do four or more courses) of top Term GPA at the end of EACH TERM.

2.15 Official Communication Channel

Email is the official communication channel in Lingnan University. Students should use their Lingnan student email account to exchange messages with members of the University.

2.16 Programme Contact Information

Staff and Contacts of Programme Office

MWOP Programme Office
(General Enquiry)

Email: mwop_admission@ln.edu.hk
Telephone: 2616 7177 / 2616 7801
Website: <https://www.ln.edu.hk/psy/mwop/>
Address: WYL 323,
Department of Psychology,
Dorothy YL Wong Building,
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Professor LAM Ho Wa Hodor
Associate Programme Director

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Location: VQ102/2

*Students are advised to verify any updates in university regulations. In the event of any discrepancies with university policies, the pertinent university regulations shall prevail.