

## **COURSE DESCRIPTIONS 科目簡介**

### **COURSES FOR TAUGHT POSTGRADUATE PROGRAMMES**

#### **PSY511 Psychology & Work Today: An Introduction to Work Psychology (3 credits)**

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.

#### **PSY512 Personnel Psychology (3 credits)**

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.

#### **PSY513 Organisational Psychology (3 credits)**

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

#### **PSY514 Occupational Health Psychology (3 credits)**

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

#### **PSY515 Research Methods in Work Psychology (3 credits)**

This course provides an overview of advanced research methods used in industrial and organisational psychology including research ethics. Students will learn to determine whether the data investigation approaches are the best ones for the research purpose. Tips on writing research articles are also discussed. Students will have hands-on practice in actual data analyses using statistical software and in research report writing. This course may also include extensive fieldwork experience at a selected site in the local community.

#### **PSY601 Psychology of IT at Work (3 credits)**

Human computer interaction (HCI) is a sub-discipline of psychology that is concerned with understanding human capabilities and limitations in interacting with technology. The goal is to understand how we can optimize artifact design for human operation. Many information technology (IT) systems do not perform as effectively as intended because their designs are not compatible with the way people attend, perceive, think, memorize, decide and act.

In this course, we 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.

**PSY602 Human Relationship and Interpersonal Skills in Organisations (3 credits)**

This course emphasizes the understanding and application of effective interpersonal communication skills in organisation settings. Video clips will be used to demonstrate effective and ineffective communication. Class activities (e.g., field experiment, communication task, self-assessment) will be conducted. Group discussion will be facilitated to discuss factors which may influence the interpersonal communication process in organisations.

**PSY603 Seminar on selected Issues in Work and Organisational Psychology (3 credits)**

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.

**PSY604 Consumer Psychology (3 credits)**

(Prerequisite: Knowledge of general psychology or social psychology preferred)

This course aims at providing a clear understanding of the principles and concepts of consumer behaviours. 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 processes (e.g., personality, perception, memory, persuasion etc) and social and cultural factors (e.g., group dynamics, family, social class etc) affect consumer behaviors (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.

**PSY605 Coaching and Counselling in the Workplace (3 credits)**

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.

**PSY606 Applied Positive Psychology at Work (3 credits)**

This course introduces the 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.

**PSY607 Social Problem Solving and Decision Making in the Modern World (3 credits)**

This course introduces students to social problem solving models to help them find ways to deal with problems effectively in their day-to-day lives. Life is a dynamic process, filled with many flourishing experiences which make life meaningful. However, when some experiences become troublesome or involve problems, people may face uncertainty and be unable to cope effectively. Hence, the study of social problem solving deals innovatively with different types of problems including intrapersonal problems (such as emotional or personal health), interpersonal problems (such as marital conflict, domestic violence), and impersonal problems (such as insufficient finances). Topics of interest include conflict management, suicide risk, decision-making, and financial investment.

**PSY608 Guided Research (3 credits)**

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.