Executive Summary
Self-Assessment Report (SAR) of Program MSc Organizational Psychology
Directorate of Quality Enhancement (DQE)
Virtual University of Pakistan

The Virtual University of Pakistan established in 2002 with the aim to provide extremely affordable world class education to aspiring students all over the country regardless of their physical location. The University also seeks to alleviate the lack of capacity in the existing universities while simultaneously tackling the acute shortage of qualified professors in the country using free-to-air satellite television broadcasts and the Internet. To pursue this aim, the department of Psychology is designated to initiate and implement Self-Assessment process designed by Quality Assurance Agency (QAA) of HEC. The current document summarizes the findings of self-assessment process of MSc Organizational Psychology program.

The department is committed to producing graduates who can lead organizations towards success and social responsibilities in the global marketplace. The department follows its mission in all of its courses and areas of specialization that offered at both Masters and Bachelors levels. The department feels satisfied upon completion of the following list of tasks:

1. Development of *Self-Assessment Report (SAR)* by Program Team for **MSc Organizational Psychology** program
2. Conduct of critical review and submission of *Assessment Report (AR)* by Assessment Team for MSc Organizational Psychology program
3. Development of *Rectification Plan* by Head of Department
4. The tasks were completed according to the set methodology through Program and Assessment Teams nominated by the Rector on the recommendation of the Department.

Methodology

The following methodology is adopted to complete the whole SAR cycle:

1. HOD of the concerned department nominated a program team (PT) for the current program. The composition of PT is given below. DQE also arranged initial orientation and training sessions for all PT members:

Table 1: Program Team

Sr.#	Name	Designation
1.	Ms. Ammara Hashmi (Coordinator)	Instructor (Department of Psychology)
2.	Ms. Amna Haider	Instructor (Department of Psychology)

2. All the relevant material such as SAR manual, survey forms, etc. was provided to PT.

3. Continuous support, guidance, and feedback were provided to PT members to prepare the SAR for said program.

4. After completion and submission of the final SAR by PT, the Rector on the recommendation of the HOD approved the formation of an Assessment Team (AT) for critical appraisal of program and SAR. It is also ensured that a Subject Specialist from other institution become part of this team. The composition of AT is given below:

Table 2: Assessment Team

Sr.#	Name	Designation
1.	Dr. Kashif Fida	Center for Assessment, Research and Employees' Evaluation (CARE) Human Resource Group, Allied Bank Limited, Visiting Faculty, University of the Punjab, Lahore
2.	Ms. Asma Zafar	Lecturer (Department of Psychology)

5. The SAR developed by PT was forwarded to AT for critical review.

6. After completion of critical review and assessment of the SAR, AT members visited the department and had a meeting with PT.

7. After the visit, AT submitted a report and feedback form (Rubric Form) to DQE.

8. DQE forwarded the observations & findings of AT report to the Head of Department for developing a rectification plan.

9. DQE will now monitor implementation of Rectification Plan.

Parameters for the SAR:

Following eight (8) criteria prescribed by the HEC are used to develop SAR:

- Criterion 1: Program Mission, Objectives and Outcomes Criterion
- Criterion 2: Curriculum Design and Organization Criterion
- Criterion 3: Laboratory and Computing Facility Criterion
- Criterion 4: Student Support and Advising Criterion
- Criterion 5: Process Control Criterion
- Criterion 6: Faculty Criterion
- Criterion 7: Institutional Facilities Criterion
- Criterion 8: Institutional Support

Key Findings of the SAR:

Following is the summary of the key SAR findings:

Academic Observations:

1. There is a need to adjust/rename the titles of few courses from generic to the familiar nomenclature of psychology domain to increase the acceptability of courses.

The suggestions are given below:

Existing Titles of the Courses	Proposed Titles of the Courses
Statistics and Probability	Statistics in Psychology
Research Methods	Research Methods (Quantitative)
Social Psychology	Social Psychology of Organization
Environmental Psychology	Organizational Culture
Psychological Testing and Measurement	Psychological Testing and Assessment
Gender Issues in Psychology	Gender Issues in Organization
Theory and Practice of Counseling	Grievance Handling

2. Two new courses, i.e. 'Accident Prevention & Risk Management' and 'Employee Counseling' should be added in the study scheme of M.Sc. Organizational Psychology.

3. There is a need to swap few courses. For instance, Principles of Management (MGT503) should be swapped with Communication Skills (MCM301). Likewise, Organizational Behavior (MGT502) should be swapped with Cognitive Psychology (PSY504) in the study scheme of MSc. Organizational Psychology.

4. Formal career counseling is absent. For the career counseling of student's seminars and workshops should be organized at least once in the semester and experts from industries and organizations should be invited.

5. Lack of time for research activities and work-life balance are identified as main weak areas of the job description of faculty associated with the Virtual University of Pakistan.

6. The physical library is needed to fulfill the academic and scholarly needs of students and faculty members as well. Links to the different databases in the digital library need to be functional. There is dire need to develop a database of e-books (in some cases these books are available online free of cost).

7. There is no research graduate because of non-availability of the PhD faculty.

Conclusion and Recommendations:

While analyzing Criteria Referenced Self-Assessment, it has been found that performance of the department is satisfactory. It is reflected in terms of moderate overall assessment score (66/100) reported by AT. This average score demands that the rectification plan should be implemented immediately.

In the report, AT has identified some need improvement areas. Most of the criteria are rated low and become a major reason for this moderate score. The criteria rated low are: Criterion # 3 (Laboratories and Computing Facilities), Criterion 6 (Faculty) and Criterion # 8 (Institutional Support).

The Need Improvement areas identified during self-assessment process have been reported to the Head of respective Department, and the particular rectifications have also been requested. DQE will follow up the implementation plan as per the specific time-frame.

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Director DQE: _____

The Rector: _____