



# PSYO946

## Performance Assessment of Organisations and Employees

S2 Day 2014

*Psychology*

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## General Information

Unit convenor and teaching staff Louise Metcalf <a href="mailto:louise.metcalf@mq.edu.au">louise.metcalf@mq.edu.au</a>
Credit points 4
Prerequisites Admission to DOrgPsych or MOrgPsych or PGDipOrgBeh
Corequisites
Co-badged status
Unit description This unit is designed to acquaint students with the theory and practice of organisational and employee performance assessment, from both a psychological and a financial perspective. Topics include the rationale for measuring performance and the practical techniques and problems associated with the assessment of employees and organisations. In addition, students are introduced to the language of money, basic business and accounting principles, and the theory of remuneration and incentive systems.

## Important Academic Dates

Information about important academic dates including deadlines for withdrawing from units are available at <https://www.mq.edu.au/study/calendar-of-dates>

## Learning Outcomes

On successful completion of this unit, you will be able to:

- Demonstrate understanding of how employee and organisation performance is assessed
- Demonstrate knowledge of the history and development of financial systems
- Analyse how 'the market' economy works
- Analyse basic accounting systems
- Demonstrate knowledge of the language of money
- Report on how the stock market operates
- Develop components of a business plan
- Analyse remuneration and incentive systems

## Assessment Tasks

Name	Weighting	Due
<u>Account'g rationale and budget</u>	30%	29/08/2014
<u>Development of a business plan</u>	45%	24/10/2014
<u>Shares reflection paper</u>	25%	31/10/2014

### Account'g rationale and budget

Due: **29/08/2014**

Weighting: **30%**

In this assessment you are presented with various performance measures of three divisions in the same company. You are required to provide a response to three questions designed to draw out a solid understanding of organisational performance, including financial performance, for each division. You will also be asked to draw back to budgeting by providing some financial recommendations. You can collaborate prior to writing, however final work must be written and submitted individually.

On successful completion you will be able to:

- Demonstrate understanding of how employee and organisation performance is assessed
- Demonstrate knowledge of the history and development of financial systems
- Analyse basic accounting systems
- Demonstrate knowledge of the language of money
- Analyse remuneration and incentive systems

### Development of a business plan

Due: **24/10/2014**

Weighting: **45%**

The major course project involves the development of a 'business plan' for a leadership assessment and development business. You are required to work in a group to complete the business plan and then submit your plan as a group submission with all the names of all group members on the title page.

On successful completion you will be able to:

- Demonstrate understanding of how employee and organisation performance is assessed
- Analyse how 'the market' economy works
- Demonstrate knowledge of the language of money

- Develop components of a business plan
- Analyse remuneration and incentive systems

## Shares reflection paper

Due: **31/10/2014**

Weighting: **25%**

At the beginning of workshops, you are encouraged to form a group to 'invest' in an imaginary set of shares on a digital trading platform, spending only \$100,000. During semester, you and your group will trade the shares with an eye to earning a profit by the end of the final workshop.

On successful completion you will be able to:

- Demonstrate understanding of how employee and organisation performance is assessed
- Demonstrate knowledge of the history and development of financial systems
- Analyse how 'the market' economy works
- Demonstrate knowledge of the language of money
- Report on how the stock market operates

## Delivery and Resources

This unit is taught via online lecture videos (up to 2 hours per week) and on-campus workshops (3 x 7 hours per workshop). The time and venue information for on-campus classes can be obtained through the university's timetable site.

Students are expected to attend all scheduled classes. Learning objectives and assessment activities are based on the requirement of a minimum 80% class attendance. Students who attend less than 80% of classes risk automatic failure.

All resources are provided through iLearn

## Policies and Procedures

Macquarie University policies and procedures are accessible from [Policy Central](#). Students should be aware of the following policies in particular with regard to Learning and Teaching:

Academic Honesty Policy [http://mq.edu.au/policy/docs/academic\\_honesty/policy.html](http://mq.edu.au/policy/docs/academic_honesty/policy.html)

Assessment Policy <http://mq.edu.au/policy/docs/assessment/policy.html>

Grading Policy <http://mq.edu.au/policy/docs/grading/policy.html>

Grade Appeal Policy <http://mq.edu.au/policy/docs/gradeappeal/policy.html>

Grievance Management Policy [http://mq.edu.au/policy/docs/grievance\\_management/policy.html](http://mq.edu.au/policy/docs/grievance_management/policy.html)

Disruption to Studies Policy [http://www.mq.edu.au/policy/docs/disruption\\_studies/policy.html](http://www.mq.edu.au/policy/docs/disruption_studies/policy.html) *The Disruption to Studies Policy is effective from March 3 2014 and replaces the Special Consideration Policy.*

In addition, a number of other policies can be found in the [Learning and Teaching Category](#) of Policy Central.

## Student Code of Conduct

Macquarie University students have a responsibility to be familiar with the Student Code of Conduct: [https://students.mq.edu.au/support/student\\_conduct/](https://students.mq.edu.au/support/student_conduct/)

## Student Support

Macquarie University provides a range of support services for students. For details, visit <http://students.mq.edu.au/support/>

## Learning Skills

Learning Skills ([mq.edu.au/learningskills](http://mq.edu.au/learningskills)) provides academic writing resources and study strategies to improve your marks and take control of your study.

- [Workshops](#)
- [StudyWise](#)
- [Academic Integrity Module for Students](#)
- [Ask a Learning Adviser](#)

## Student Services and Support

Students with a disability are encouraged to contact the [Disability Service](#) who can provide appropriate help with any issues that arise during their studies.

## Student Enquiries

For all student enquiries, visit Student Connect at [ask.mq.edu.au](http://ask.mq.edu.au)

## IT Help

For help with University computer systems and technology, visit <http://informatics.mq.edu.au/help/>.

When using the University's IT, you must adhere to the [Acceptable Use Policy](#). The policy applies to all who connect to the MQ network including students.

## Graduate Capabilities

### PG - Discipline Knowledge and Skills

Our postgraduates will be able to demonstrate a significantly enhanced depth and breadth of knowledge, scholarly understanding, and specific subject content knowledge in their chosen fields.

This graduate capability is supported by:

## **Learning outcomes**

- Demonstrate understanding of how employee and organisation performance is assessed
- Analyse how 'the market' economy works
- Analyse basic accounting systems
- Demonstrate knowledge of the language of money
- Report on how the stock market operates
- Develop components of a business plan
- Analyse remuneration and incentive systems

## **Assessment tasks**

- Account'g rationale and budget
- Development of a business plan
- Shares reflection paper

## **PG - Critical, Analytical and Integrative Thinking**

Our postgraduates will be capable of utilising and reflecting on prior knowledge and experience, of applying higher level critical thinking skills, and of integrating and synthesising learning and knowledge from a range of sources and environments. A characteristic of this form of thinking is the generation of new, professionally oriented knowledge through personal or group-based critique of practice and theory.

This graduate capability is supported by:

## **Learning outcomes**

- Report on how the stock market operates
- Develop components of a business plan
- Analyse remuneration and incentive systems

## **Assessment tasks**

- Account'g rationale and budget
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## **PG - Research and Problem Solving Capability**

Our postgraduates will be capable of systematic enquiry; able to use research skills to create new knowledge that can be applied to real world issues, or contribute to a field of study or practice to enhance society. They will be capable of creative questioning, problem finding and problem solving.

This graduate capability is supported by:

## **Learning outcomes**

- Report on how the stock market operates
- Develop components of a business plan
- Analyse remuneration and incentive systems

## **Assessment tasks**

- Account'g rationale and budget
- Development of a business plan
- Shares reflection paper

## **PG - Effective Communication**

Our postgraduates will be able to communicate effectively and convey their views to different social, cultural, and professional audiences. They will be able to use a variety of technologically supported media to communicate with empathy using a range of written, spoken or visual formats.

This graduate capability is supported by:

### **Learning outcome**

- Develop components of a business plan

### **Assessment tasks**

- Account'g rationale and budget
- Development of a business plan
- Shares reflection paper

## **PG - Engaged and Responsible, Active and Ethical Citizens**

Our postgraduates will be ethically aware and capable of confident transformative action in relation to their professional responsibilities and the wider community. They will have a sense of connectedness with others and country and have a sense of mutual obligation. They will be able to appreciate the impact of their professional roles for social justice and inclusion related to national and global issues

This graduate capability is supported by:

### **Learning outcomes**

- Demonstrate knowledge of the history and development of financial systems
- Analyse how 'the market' economy works
- Demonstrate knowledge of the language of money
- Report on how the stock market operates
- Analyse remuneration and incentive systems

## **Assessment tasks**

- Account'g rationale and budget
- Development of a business plan
- Shares reflection paper

## **PG - Capable of Professional and Personal Judgment and Initiative**

Our postgraduates will demonstrate a high standard of discernment and common sense in their professional and personal judgment. They will have the ability to make informed choices and decisions that reflect both the nature of their professional work and their personal perspectives.

This graduate capability is supported by:

## **Learning outcomes**

- Demonstrate knowledge of the history and development of financial systems
- Analyse how 'the market' economy works
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## **Assessment tasks**

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