



# PSYO914

## Industrial and Organisational Psychology

S1 Day 2016

*Department of Psychology*

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#### **Disclaimer**

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## General Information

Unit convenor and teaching staff Ben Searle <a href="mailto:ben.searle@mq.edu.au">ben.searle@mq.edu.au</a>
Credit points 4
Prerequisites Admission to DOrgPsych or MOrgPsych or GradCertBusPsych or GradDipBusPsych or MProfPsych
Corequisites
Co-badged status
Unit description This unit aims to provide students with professional understanding of the relations between work and wellbeing, and appropriate skills for better management of these relations. The unit covers applications of research to such practical matters as job analysis, job design, and stress management. The unit brings together theory, methodology and workplace issues to provide a sound underpinning for professional practice in industrial and organisational psychology.

## 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:

- Able to distinguish between different aspects of well-being
- Know theories about the nature, causes, and impact of work stress, motivation and engagement
- Able to apply employee wellbeing theories, models and research findings to practical situations
- Understand practical and ethical challenges surrounding workplace stress management
- Know theory and practice associated with designing and re-designing work
- Able to design an evidence-based employee wellbeing intervention program that meets

the specific needs of a client organisation

Know the strengths, limitations and applications of different job analysis techniques

Able to competently undertake a range of job analysis techniques for different purposes

## Assessment Tasks

Name	Weighting	Due
<a href="#"><u>Weekly Online Quiz</u></a>	10%	TBA
<a href="#"><u>IOP Competence Evaluations</u></a>	0%	Ongoing
<a href="#"><u>Intervention Proposal</u></a>	55%	TBA
<a href="#"><u>Attendance and Participation</u></a>	0%	ongoing
<a href="#"><u>Examination</u></a>	35%	Week 12

### Weekly Online Quiz

Due: **TBA**

Weighting: **10%**

Weekly quizzes encourage you to keep a regular routine of watching the lecture videos each week, and to provide you with feedback about how much of the video content you remember and understand. You can access quizzes via the unit *iLearn* website. Quizzes must be completed independently, without any collaboration with others. Each quiz will be available for a limited time – typically it will expire at the start of the relevant class. It is not possible to re-open a quiz for individual students who missed the quiz deadline.

On successful completion you will be able to:

- Able to distinguish between different aspects of well-being
- Know theories about the nature, causes, and impact of work stress, motivation and engagement
- Able to apply employee wellbeing theories, models and research findings to practical situations
- Know theory and practice associated with designing and re-designing work
- Know the strengths, limitations and applications of different job analysis techniques

### IOP Competence Evaluations

Due: **Ongoing**

Weighting: **0%**

You will be regularly asked to undertake activities involving the application of knowledge covered

in the online lectures or set readings. The unit chair will assess your competence while you perform these activities, or after you have completed them.

On successful completion you will be able to:

- Able to distinguish between different aspects of well-being
- Know theories about the nature, causes, and impact of work stress, motivation and engagement
- Able to apply employee wellbeing theories, models and research findings to practical situations
- Know the strengths, limitations and applications of different job analysis techniques
- Able to competently undertake a range of job analysis techniques for different purposes

## Intervention Proposal

Due: **TBA**

Weighting: **55%**

Working from a client request that will be supplied, each student will identify an appropriate program of interventions. You will then focus on the ONE intervention (e.g. one training program OR one change to organisational practices, *but not both*) that you consider to be the most critical and effective, and present a clear and convincing justification for why that intervention should be effective (i.e., the evidence supporting your approach). You must also describe an appropriate method for evaluating the impact and effectiveness of your intervention program.

On successful completion you will be able to:

- Able to distinguish between different aspects of well-being
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- Able to apply employee wellbeing theories, models and research findings to practical situations
- Understand practical and ethical challenges surrounding workplace stress management
- Know theory and practice associated with designing and re-designing work
- Able to design an evidence-based employee wellbeing intervention program that meets the specific needs of a client organisation

## Attendance and Participation

Due: **ongoing**

Weighting: **0%**

Students are expected to attend all on-campus classes. Learning objectives and assessment activities are based on the requirement of a minimum 80% class attendance.

On successful completion you will be able to:

- Able to competently undertake a range of job analysis techniques for different purposes

## Examination

Due: **Week 12**

Weighting: **35%**

There will be a 60 minute written exam (excluding reading time) held in the final class for the unit (currently scheduled as Week 12). This exam is designed to test your understanding of content covered in the unit and your capacity to apply this knowledge meaningfully when handling practical workplace problems. You will be presented with situations based on real consultancy work and decision-making experiences encountered by organisational psychologists, and you will need to use your knowledge of I/O psychology (particularly that gained from this unit) to answer questions. All content from on-campus classes, required lecture videos, and recommended readings is examinable.

On successful completion you will be able to:

- Able to distinguish between different aspects of well-being
- Know theories about the nature, causes, and impact of work stress, motivation and engagement
- Able to apply employee wellbeing theories, models and research findings to practical situations
- Know theory and practice associated with designing and re-designing work
- Know the strengths, limitations and applications of different job analysis techniques

## Delivery and Resources

The unit is largely taught using the "flip" approach. Face-to-face classes are held, but only in even weeks. To prepare for the classes, we provide content via iLearn -- video lectures to watch, articles to read, and activities to perform, help you understand theories and concepts, so that the on-campus classes can focus on practical activities and discussions where you utilise that knowledge to develop competence.

## Unit Schedule

See unit outline

## 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)

**New Assessment Policy in effect from Session 2 2016** <http://mq.edu.au/policy/docs/assessm>

[ent/policy\\_2016.html](#). For more information visit [http://students.mq.edu.au/events/2016/07/19/new\\_assessment\\_policy\\_in\\_place\\_from\\_session\\_2/](http://students.mq.edu.au/events/2016/07/19/new_assessment_policy_in_place_from_session_2/)

Assessment Policy prior to Session 2 2016 <http://mq.edu.au/policy/docs/assessment/policy.html>

Grading Policy prior to Session 2 2016 <http://mq.edu.au/policy/docs/grading/policy.html>

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

Complaint Management Procedure for Students and Members of the Public [http://www.mq.edu.au/policy/docs/complaint\\_management/procedure.html](http://www.mq.edu.au/policy/docs/complaint_management/procedure.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/)

## Results

Results shown in *iLearn*, or released directly by your Unit Convenor, are not confirmed as they are subject to final approval by the University. Once approved, final results will be sent to your student email address and will be made available in [eStudent](#). For more information visit [ask.mq.edu.au](http://ask.mq.edu.au).

## 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://www.mq.edu.au/about\\_us/offices\\_and\\_units/information\\_technology/help/](http://www.mq.edu.au/about_us/offices_and_units/information_technology/help/).

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

## Graduate Capabilities

### 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

- Able to distinguish between different aspects of well-being
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- Understand practical and ethical challenges surrounding workplace stress management
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- Know the strengths, limitations and applications of different job analysis techniques
- Able to competently undertake a range of job analysis techniques for different purposes

### Assessment tasks

- IOP Competence Evaluations
- Intervention Proposal
- Attendance and Participation
- Examination

### 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**

- Able to distinguish between different aspects of well-being
- Know theories about the nature, causes, and impact of work stress, motivation and engagement
- Able to apply employee wellbeing theories, models and research findings to practical situations
- Know theory and practice associated with designing and re-designing work
- Able to design an evidence-based employee wellbeing intervention program that meets the specific needs of a client organisation
- Know the strengths, limitations and applications of different job analysis techniques
- Able to competently undertake a range of job analysis techniques for different purposes

## **Assessment tasks**

- Weekly Online Quiz
- IOP Competence Evaluations
- Intervention Proposal
- Examination

## **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**

- Able to distinguish between different aspects of well-being
- Able to apply employee wellbeing theories, models and research findings to practical situations
- Able to design an evidence-based employee wellbeing intervention program that meets the specific needs of a client organisation
- Know the strengths, limitations and applications of different job analysis techniques



## Assessment tasks

- IOP Competence Evaluations
- Intervention Proposal

## 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

- Able to apply employee wellbeing theories, models and research findings to practical situations
- Understand practical and ethical challenges surrounding workplace stress management
- Know theory and practice associated with designing and re-designing work
- Able to design an evidence-based employee wellbeing intervention program that meets the specific needs of a client organisation
- Know the strengths, limitations and applications of different job analysis techniques
- Able to competently undertake a range of job analysis techniques for different purposes

## Assessment tasks

- IOP Competence Evaluations
- Intervention Proposal
- Examination

## 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 outcomes

- Able to design an evidence-based employee wellbeing intervention program that meets the specific needs of a client organisation
- Able to competently undertake a range of job analysis techniques for different purposes

## Assessment tasks

- IOP Competence Evaluations
- Intervention Proposal
- Attendance and Participation

## 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

- Able to distinguish between different aspects of well-being
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