PSYO914

Industrial and Organisational Psychology

S1 Evening 2018

Department of Psychology

Contents

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General Information

Unit convenor and teaching staff
Ben Searle
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Contact via 9850 8066
C3A 525
by appointment

Credit points
4

Prerequisites
Admission to MOrgPsych 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	Hurdle	Due
Online Quiz	10%	No	TBA
IOP Competence Evaluations	0%	Yes	Ongoing
Intervention Proposal	55%	No	TBA
Attendance and Participation	0%	No	ongoing
Examination	35%	No	Week 12

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:

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IOP Competence Evaluations

Due: **Ongoing**
Weighting: **0%**

This is a hurdle assessment task (see assessment policy for more information on hurdle assessment tasks)

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.

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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.

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- 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.

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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 and Macquarie University online timetable.

Learning and Teaching Activities

Online lecture videos

Online lecture videos

Face-to-face classes

On-campus classes feature presentations, interactive problem-solving, and group learning activities

Online resources and recommended readings

Via iLearn: Links and references to electronic sources of information

Policies and Procedures

Macquarie University policies and procedures are accessible from Policy Central (https://staff.mq.edu.au/work/strategy-planning-and-governance/university-policies-and-procedures/policy-central). Students should be aware of the following policies in particular with regard to Learning and Teaching:

- Academic Appeals Policy
- Academic Integrity Policy
- Academic Progression Policy
- Assessment Policy
- Fitness to Practice Procedure
- Grade Appeal Policy
- Complaint Management Procedure for Students and Members of the Public
- Special Consideration Policy *(Note: The Special Consideration Policy is effective from 4 December 2017 and replaces the Disruption to Studies Policy.)*

Undergraduate students seeking more policy resources can visit the Student Policy Gateway (https://students.mq.edu.au/support/study/student-policy-gateway). It is your one-stop-shop for the key policies you need to know about throughout your undergraduate student journey.

If you would like to see all the policies relevant to Learning and Teaching visit Policy Central (https://staff.mq.edu.au/work/strategy-planning-and-governance/university-policies-and-procedures/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/study/getting-started/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.

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) 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

IT Help

For help with University computer systems and technology, visit 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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engagement

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

Assessment tasks

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

Learning and teaching activities

- Online lecture videos
- On-campus classes feature presentations, interactive problem-solving, and group learning activities
- Via iLearn: Links and references to electronic sources of information

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:

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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:

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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

- Able to apply employee wellbeing theories, models and research findings to practical situations
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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
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- Attendance and Participation

Learning and teaching activities

- On-campus classes feature presentations, interactive problem-solving, and group learning activities

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:

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Assessment tasks

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Learning and teaching activities

- On-campus classes feature presentations, interactive problem-solving, and group learning activities