MGSM871

Managerial Psychology

Term 2 North Ryde 2018

MGSM Degree Programs

Contents

General Information

Unit convenor and teaching staff Professor Robert Spillane robert.spillane@mgsm.edu.au Contact via +61 (2) 9850 8995 Block Class: 21-22 April, 4-6 May 2018
Credit points 4
Prerequisites Admission to MBA or MMgmt or PGCertMBAExt or GradCertMgtPostMBA or GradDipMgt
Corequisites
Co-badged status
Unit description This unit aims to promote an understanding of diverse psychological perspectives and research findings on the practice of management. Human behaviour in the Australian workplace is analysed by comparing and contrasting four psychological perspectives: psychoanalysis, behaviourism, dispositionalism and existentialism. Topics include personality, motivation, occupational stress, mental health and counselling. Of special relevance is an analysis of individual differences which includes a critical evaluation of the role and use of psychological tests in management.

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:

By the end of the unit, students should be able to:

....

(a) critically reflect on the psychology of management from contrasting perspectives in order better to manage, motivate and communicate effectively at the workplace;

....

(b) critically analyse the cross-cultural differences in managerial values and the diverse

cultural perspectives that underpin them;

....

(c) critically reflect on the ethical aspects of the practice of psychology in management;

....

(d) evaluate the role and use of psychological tests in management and assess whether they create sustainable value.

General Assessment Information

Marking criteria for assessments will be made available in class/iLearn

Assessment Tasks

Name	Weighting	Hurdle	Due
Group Presentation	25%	No	In-class TBA
Group Report	25%	No	14 May 2018 by 5pm
Individual Theoretical Essay	50%	No	28 May 2018 by 5pm

Group Presentation

Due: **In-class TBA**
Weighting: **25%**

Students will be allocated to study groups in the first session. Each group will select an influential psychologist to study and discuss in class. Each group will have up to 45 minutes to lead a class discussion. At least 15 minutes should be devoted to a question and answer period which will be conducted by the group.

Visual aids may be used to a *maximum of 10 slides per presentation.*

Students will be assessed on their individual performance – content and presentation.

Each group will select an influential psychologist from the following;

Alfred Adler – Individual psychology

Eric Berne – Transactional analysis

Albert Ellis – Rational-emotive therapy

Erik Erikson – Developmental theory

Viktor Frankl – Logotherapy

Erich Fromm – Humanistic psychoanalysis

William Glasser – Reality therapy

Karen Horney – Psychosocial theory

Carl Jung – Analytical psychology

George Kelly – Personal constructs

Lawrence Kohlberg – Moral developmental theory

Rollo May – Existential therapy

George Herbert Mead – Social interaction

Frederick Perls – Gestalt therapy

Carl Rogers – Person-centred therapy

Harry Stack Sullivan – Interpersonal therapy

Joseph Wolpe – Behaviour therapy

Questions to be answered in the presentation (and group report) are:

1. Why did you select this psychologist?

2. Which theoretical perspective does this psychologist endorse?

3. How have the ideas of this psychologist been applied in the community?

4. What are the strengths and weaknesses of this psychologist's perspective?

5. What can managers learn from this psychologist?

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Group Report

Due: **14 May 2018 by 5pm**
Weighting: **25%**

This is a written summary of each group's presentation after taking into consideration issues and/or criticism raised in the class discussion.

Length: 2000 words maximum

Format: Double-spaced, name of group members, and number of words in report.

To be submitted electronically at iLearn (Turnitin Plagiarism Submission)

 No extensions will be granted. There will be a deduction of 10% of total marks for the report for each 24 hour period or part thereof that the submission is late. This penalty does not apply for cases in which an application for disruption of studies is made and approved.

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Individual Theoretical Essay

Due: **28 May 2018 by 5pm**
Weighting: **50%**

TOPIC: Select **ONE** essay topic from the following:

 1.   What basis is there for the claim that psychology is a science? In what ways does it fail to be one?

 OR

 2.   A central issue in psychology is the degree to which personal conduct is *determined* by internal and external factors beyond one's control. Discuss critically the arguments for and against *psychological determinism* drawing examples from the following psychological perspectives: psychoanalysis, behaviourism and existentialism.

 OR

3.   Discuss critically the concept of psychological *perspective* (e.g. psychoanalysis, motivation, personality, behaviourism, existentialism). How might managers decide which psychological perspectives are relevant for the practice of management?

NOTE: The purpose of the theoretical essay is to provide students with the opportunity to develop and demonstrate their argumentative skills. The essay is not intended to be a descriptive account of course material or regurgitation thereof. It is intended to be an exercise in argumentation which demonstrates students' grasp of the relevant material and their ability to argue for and/or against specific aspects of it.

The essay will be assessed against five equally-weighted criteria:

-    Expression: spelling, punctuation, syntax;

-    Description: clarity, continuity, substance;

-    Argument: clarity, validity

-    Relevance: to topic;

-    Research: use of appropriate material.

Length: 2000 words maximum (excluding bibliography).

Format: Double-spaced, name of student, and number of words in essay.

To be submitted electronically at iLearn (Turnitin Plagiarism Submission).

No extensions will be granted. There will be a deduction of 10% of total essay mark for each 24 hour period or part thereof that the essay is late. This penalty does not apply for cases in which an application for disruption of studies is made and approved.

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they create sustainable value.

Delivery and Resources

Required text

Robert Spillane, *Psychomanagement: An Australian Affair,* Sydney: GOKO Publishing, 2017. ISBN 978-1613399033

MGSM ILEARN

The web page for this unit can be found at: https://ilearn.mq.edu.au/login/MGSM

Unit Schedule

<u>Important Information</u>

1) It is compulsory that students attend the first two sessions of this unit.

2) Students may not record sessions without the permission of the lecturer.

<u>Classes</u>

Dates: Block Class: 21-22 April, 4-6 May 2018

This unit will be presented in a block format. Dates of teaching are:

Session	Date	Topics	Readings*
1	21 April 2018	Psychoanalysis	Folder
2	22 April 2018	Motivation	PM: Chs. 1-4
3	4 May 2018	Personality	PM: Chs. 5-6
4	5 May 2018	Behaviourism	PM: Chs. 7-9
5	6 May 2018	Existentialism	Folder

 *PM = Robert Spillane, *Psychomanagement: An Australian Affair*, Sydney: GOKO Publishing, 2017.

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 outcome

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Assessment tasks

- Group Presentation
- Group Report
- Individual Theoretical Essay

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.

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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.

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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.

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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

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Alignment of this unit with MGSM's mission-driven attributes

Leadership: The psychology of leadership is briefly discussed.

Global mindset: Cross-cultural differences are discussed.

Citizenship: The ethical implications of the practice of psychology are discussed.

Creating sustainable value: Values are analysed from various psychological perspectives.

Attendance Policy (MGSM)

The interactive environment of the classroom is central to the MGSM experience. Students are required to attend the full duration of all classes for the units in which they are enrolled. We recognise that exceptional circumstances may occur, such as unavoidable travel on behalf of your organization or the serious illness or injury of you or a close family member.

Special consideration may be given for a maximum of 20% non-attendance for such circumstances as long as lecturers are contacted in advance, and supporting documentation provided, to request exemption from attendance. Failure to abide by these conditions may result in automatic withdrawal, with academic and/or financial penalty. The full Student Attendance Policy is published in the MGSM Student Handbook at https://students.mgsm.edu.au/handbook

Content Disclaimer

The content of this unit is provided for educational purposes only and no decision should be made based on the material without obtaining independent professional advice relating to the

particular circumstances involved.