



# PSYO921

## Applied Psychology in Human Resource Management

S1 Evening 2018

*Department of Psychology*

### Contents

<u>General Information</u>	2
<u>Learning Outcomes</u>	3
<u>Assessment Tasks</u>	3
<u>Delivery and Resources</u>	4
<u>Policies and Procedures</u>	5
<u>Graduate Capabilities</u>	6

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## General Information

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Credit points

4

Prerequisites

Admission to MOrgPsych

Corequisites

Co-badged status

Unit description

This unit is designed to integrate psychological perspectives with the practical, day-to-day opportunities and challenges faced by organisations. At a macro level, we examine organisational learning and decision making, how organisations respond to diversity and competition, and how they can engender innovation and creativity amongst its workforce. At a micro-level, we consider knowledge management strategies, contracts and negotiation, and expert witness reports. Students completing this unit should be capable of acknowledging and responding to diversity within an organisational setting, improving knowledge management within an organisation, reviewing contracts as appropriate, and providing efficient and appropriate expert witness testimony on request.

## 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 an understanding of diversity in organisations and the impact of diversity on organisational functioning.

Critique how organisations collect, store and use organisational knowledge.

Critique a performance appraisal process for the provision of psychological services in an organisational setting.

Apply knowledge of cognitive processes to identify the limitations of human strategic decision-making.

Demonstrate an understanding of how to use incentives and other strategies to manage human performance.

Apply psychological perspectives on motivation and influence performance appraisal processes.

## Assessment Tasks

Name	Weighting	Hurdle	Due
<u>Knowledge Management Report</u>	50%	No	28th March 2018
<u>Performance Appraisal Process</u>	29%	No	11th April 2018
<u>Weekly online quizzes</u>	21%	No	on-going

### Knowledge Management Report

Due: **28th March 2018**

Weighting: **50%**

The aim of this assessment is to enable students to demonstrate their capacity to prepare a report that reviews current knowledge management strategies within an organisation and proposes alternative strategies to improve the capture and retention of corporate knowledge (2500 words)

On successful completion you will be able to:

- Critique how organisations collect, store and use organisational knowledge.
- Apply knowledge of cognitive processes to identify the limitations of human strategic decision-making.

## Performance Appraisal Process

Due: **11th April 2018**

Weighting: **29%**

This assessment examines students' capacity to critique a performance appraisal process for the delivery of organisational psychological services. Students are to evaluate a case study of a performance appraisal process within an educational setting, and are required to provide research to support their critique of existing processes. Students are then required to develop a replacement performance appraisal process, based on relevant psychological research relating to performance and motivation.

On successful completion you will be able to:

- Critique a performance appraisal process for the provision of psychological services in an organisational setting.
- Apply psychological perspectives on motivation and influence performance appraisal processes.

## Weekly online quizzes

Due: **on-going**

Weighting: **21%**

Seven short on-line quizzes relating to each of the topic areas (e.g., managing organisational knowledge) to be completed before each of the workshops.

On successful completion you will be able to:

- Demonstrate an understanding of diversity in organisations and the impact of diversity on organisational functioning.
- Apply knowledge of cognitive processes to identify the limitations of human strategic decision-making.
- Demonstrate an understanding of how to use incentives and other strategies to manage human performance.

## Delivery and Resources

This unit consists of:

- Weekly on-line lectures
- Fortnightly 2 hour workshops
- Weekly compulsory readings

## 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) (<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) (<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) (<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](https://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](https://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

- Demonstrate an understanding of diversity in organisations and the impact of diversity on organisational functioning.
- Critique how organisations collect, store and use organisational knowledge.
- Critique a performance appraisal process for the provision of psychological services in an organisational setting.
- Apply knowledge of cognitive processes to identify the limitations of human strategic decision-making.
- Demonstrate an understanding of how to use incentives and other strategies to manage human performance.

### Assessment task

- Performance Appraisal Process

## 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 an understanding of diversity in organisations and the impact of diversity on organisational functioning.
- Critique how organisations collect, store and use organisational knowledge.
- Critique a performance appraisal process for the provision of psychological services in an organisational setting.
- Apply knowledge of cognitive processes to identify the limitations of human strategic decision-making.
- Demonstrate an understanding of how to use incentives and other strategies to manage human performance.
- Apply psychological perspectives on motivation and influence performance appraisal processes.

### Assessment tasks

- Knowledge Management Report
- Performance Appraisal Process
- Weekly online quizzes

## 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

- Demonstrate an understanding of diversity in organisations and the impact of diversity on organisational functioning.
- Critique how organisations collect, store and use organisational knowledge.
- Apply psychological perspectives on motivation and influence performance appraisal processes.

## **Assessment tasks**

- Knowledge Management Report
- Performance Appraisal Process

## **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**

- Demonstrate an understanding of diversity in organisations and the impact of diversity on organisational functioning.
- Critique how organisations collect, store and use organisational knowledge.
- Critique a performance appraisal process for the provision of psychological services in an organisational setting.
- Demonstrate an understanding of how to use incentives and other strategies to manage human performance.
- Apply psychological perspectives on motivation and influence performance appraisal processes.

## **Assessment tasks**

- Knowledge Management Report
- Performance Appraisal Process

## **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**

- Critique how organisations collect, store and use organisational knowledge.
- Critique a performance appraisal process for the provision of psychological services in an organisational setting.
- Apply psychological perspectives on motivation and influence performance appraisal



processes.

## **Assessment tasks**

- Knowledge Management Report
- Performance Appraisal Process

## **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 an understanding of diversity in organisations and the impact of diversity on organisational functioning.
- Apply psychological perspectives on motivation and influence performance appraisal processes.

## **Assessment task**

- Performance Appraisal Process