



# PSYO921

## Applied Psychology in Human Resource Management

S2 Evening 2014

*Psychology*

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#### Disclaimer

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## General Information

Unit convenor and teaching staff

Unit Convenor

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By Appointment

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By Appointment

Credit points

4

Prerequisites

Admission to DOrgPsych or MOrgPsych or PGDipOrgBeh

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 contract 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 power and influence processes.

Use and deliver expert witness testimony.

## Assessment Tasks

Name	Weighting	Due
<u>Knowledge Management Report</u>	40%	25th August 2014
<u>Organisational Contract</u>	30%	8th September 2014
<u>Expert Witness Report</u>	30%	3rd November 2014
<u>Attendance and Participation</u>	0%	At time of workshops

### Knowledge Management Report

Due: **25th August 2014**

Weighting: **40%**

This exercise has been designed to assess students' competence in preparing a report that reviews current knowledge management strategies within an organisation and proposes alternative strategies to improve the capture and retention of corporate knowledge.

An 'elements of assessment' document is provided to assist in completing this assessment task.

On successful completion you will be able to:

- Critique how organisations collect, store and use organisational knowledge.

### Organisational Contract

Due: **8th September 2014**

Weighting: **30%**

This exercise has been designed to assess students' capacity to critique a contract for the delivery of organisational psychological services to an external body. Issues such as intellectual property, copyright, duty of care, and insurance will need to be addressed.

An 'elements of assessment' document is provided to assist in completing this assessment task.

On successful completion you will be able to:

- Critique a contract for the provision of psychological services in an organisational setting.
- Apply psychological perspectives on power and influence processes.

## Expert Witness Report

Due: **3rd November 2014**

Weighting: **30%**

This exercise will involve the compilation of a report in response to an inquiry from the plaintiff in civil court case. The details of the case will be provided in class and students will be expected to integrate the outcomes of empirical research to form an opinion.

An 'elements of assessment' document is provided to assist in completing this assessment task.

On successful completion you will be able to:

- Use and deliver expert witness testimony.

## Attendance and Participation

Due: **At time of workshops**

Weighting: **0%**

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

*Requirements:* Students who are absent for more than 20% of classes must submit a Request for Special Consideration form (and Professional Authority if reason is medical, clearly stating the reasons for the absence and/or non-submission). The form is available at the Faculty office (lower level C3A) or can be retrieved online. Failure to comply with these requirements may result in automatic failure.

On successful completion 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 contract 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 power and influence processes.
- Use and deliver expert witness testimony.

## Delivery and Resources

This unit consists of:

- Weekly on-line lectures
- Fortnightly 2 hour workshops
- Weekly compulsory readings
- Three assessment tasks

## Unit Schedule

Week & Topic	Estimated date	Week prior to seminar	Seminar every second week (topics covered)
<b>THEME ONE: MANAGING ORGANISATIONAL KNOWLEDGE</b>			
<b>Lecture 1: Overview of HRM from a psychologists perspective &amp; Knowledge management in organisations</b>	4 <sup>th</sup> August	Reading (two key readings)	Initial 1 hour face-to-face lecture
<b>Lecture 2: Organisational crisis: Learning from and preventing crisis</b>	11 <sup>th</sup> August	On-line lecture	Workshop, see iLearn for more details.
		Reading (two key readings)	
<b>THEME TWO: MANAGING CONFLICT AND NEGOTIATION</b>			
<b>Lecture 3: Contracts and negotiation</b>	18 <sup>th</sup> August	On-line lecture	
		Reading (two key readings)	
<b>Lecture 4: Unions and collective action</b>	25 <sup>th</sup> August	On-line lecture	Workshop, see iLearn for more details.
		Reading (two key readings)	
<b>THEME THREE: MANAGING ORGANISATIONAL PROCESS &amp; PLANNING</b>			
<b>Lecture 5: Decision-making (A/Prof Colin Wastell)</b>	1 <sup>st</sup> September	On-line lecture	
		Reading (two key readings)	

<b>Lecture 6: Strategic cognition</b>	8 <sup>th</sup> September	E-lecture (40 mins) in 20 minute sections.	Workshop, see iLearn for more details.
		Reading (two key readings)	
<b>THEME FOUR: MANAGING HUMAN PERFORMANCE</b>			
<b>Lecture 7: Creativity in organisations</b>	15 <sup>th</sup> September	On-line lecture	
		Reading (two key readings)	
<b>MID SEMESTER BREAK</b>			
<b>Lecture 8: Performance management</b>	6 <sup>th</sup> October (labour day)	On-line lecture	No workshop (Labour Day Holiday)
		Reading (two key readings)	
<b>THEME FIVE: MANAGING EMPLOYEE DEVIANCE AND EXPERT WITNESS TEST.</b>			
<b>Lecture 9: Anti-organisational deviance and motivating employee reporting</b>	13 <sup>th</sup> October	On-line lecture	
		Reading (two key readings)	
<b>Lecture 10: Expert witness testimony</b>	20 <sup>th</sup> October	On-line lecture	Workshop, see iLearn for more details.
		Reading (two key readings)	
<b>THEME SIX: POWER AND INFLUENCE IN ORGANISATIONS</b>			
<b>Lecture 11: Power and influence</b>	27 <sup>th</sup> October	On-line lecture	
		Reading (two key readings)	
<b>Lecture 12: Employee empowerment</b>	3 <sup>rd</sup> November	On-line lecture	Workshop, see iLearn for more details.
		Reading (two key readings)	
<b>THEME SEVEN: MANAGING DIVERSITY</b>			
<b>Lecture 13: Diversity and cross-cultural issues in HRM</b>	10 <sup>th</sup> November	On-line lecture	
		Reading (two key readings)	

## 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](https://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 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 contract 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 power and influence processes.
- Use and deliver expert witness testimony.

#### Assessment tasks

- Knowledge Management Report
- Organisational Contract
- Expert Witness Report
- Attendance and Participation

### 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 power and influence processes.
- Use and deliver expert witness testimony.

## **Assessment tasks**

- Knowledge Management Report
- Organisational Contract
- Expert Witness Report
- Attendance and Participation

## **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 contract 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 power and influence processes.
- Use and deliver expert witness testimony.

## **Assessment tasks**

- Knowledge Management Report
- Organisational Contract
- Expert Witness Report
- Attendance and Participation

## 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 contract for the provision of psychological services in an organisational setting.
- Apply psychological perspectives on power and influence processes.
- Use and deliver expert witness testimony.

### Assessment tasks

- Knowledge Management Report
- Organisational Contract
- Expert Witness Report
- 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

- Demonstrate an understanding of diversity in organisations and the impact of diversity on organisational functioning.
- Apply psychological perspectives on power and influence processes.
- Use and deliver expert witness testimony.

### Assessment tasks

- Organisational Contract
- Expert Witness Report
- Attendance and Participation

## 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 contract for the provision of psychological services in an organisational setting.
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## Assessment tasks

- Organisational Contract
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- Attendance and Participation