PSYB8961
Applied Psychology in Human Resource Management
Session 1, Weekday attendance, North Ryde 2021
Department of Psychology

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Notice
As part of Phase 3 of our return to campus plan, most units will now run tutorials, seminars and other small group activities on campus, and most will keep an online version available to those students unable to return or those who choose to continue their studies online.

To check the availability of face-to-face activities for your unit, please go to timetable viewer. To check detailed information on unit assessments visit your unit’s iLearn space or consult your unit convenor.
General Information

Unit convenor and teaching staff
Monique Crane
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4 First Walk, Level 5, Room 509
By appointment

Lecturer
Madison Kho
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Credit points
10

Prerequisites
Admission to GradCertBusPsy or GradDipBusPsy

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://students.mq.edu.au/important-dates
**Learning Outcomes**

On successful completion of this unit, you will be able to:

**ULO1**: Demonstrate an understanding of diversity in organisations and the impact of diversity on organisational functioning.

**ULO2**: Critique how organisations collect, store and use organisational knowledge.

**ULO3**: Analyse a performance appraisal process for the provision of psychological services in an organisational setting.

**ULO4**: Apply an understanding of how to use incentives and other strategies to manage human performance.

**ULO5**: Apply psychological perspectives on motivation and influence performance appraisal processes.

**Assessment Tasks**

<table>
<thead>
<tr>
<th>Name</th>
<th>Weighting</th>
<th>Hurdle</th>
<th>Due</th>
</tr>
</thead>
<tbody>
<tr>
<td>Knowledge management report</td>
<td>50%</td>
<td>No</td>
<td>26/3/2021, 5pm</td>
</tr>
<tr>
<td>Performance Appraisal Process</td>
<td>29%</td>
<td>No</td>
<td>14/05/2021, 5pm</td>
</tr>
<tr>
<td>Multiple choice online quiz</td>
<td>21%</td>
<td>No</td>
<td>Various - see ilearn</td>
</tr>
</tbody>
</table>

**Knowledge management report**

Assessment Type 1: Report
Indicative Time on Task 2: 50 hours
Due: 26/3/2021, 5pm
Weighting: 50%

Prepare a report reviewing 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:

- Demonstrate an understanding of diversity in organisations and the impact of diversity on organisational functioning.
- Critique how organisations collect, store and use organisational knowledge.

**Performance Appraisal Process**

Assessment Type 1: Practice-based task
Indicative Time on Task 2: 30 hours
Due: 14/05/2021, 5pm
Weighting: 29%

Critique of a performance appraisal case study – up to 1500 words

On successful completion you will be able to:
- Analyse a performance appraisal process for the provision of psychological services in an organisational setting.
- Apply an understanding of how to use incentives and other strategies to manage human performance.
- Apply psychological perspectives on motivation and influence performance appraisal processes.

Multiple choice online quiz

Assessment Type 1: Quiz/Test
Indicative Time on Task 2: 13 hours
Due: Various - see iLearn
Weighting: 21%

Seven multiple choice online questions across the semester. No time limit

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.
- Analyse a performance appraisal process for the provision of psychological services in an organisational setting.
- Apply an understanding of how to use incentives and other strategies to manage human performance.
- Apply psychological perspectives on motivation and influence performance appraisal processes.

1 If you need help with your assignment, please contact:
   - the academic teaching staff in your unit for guidance in understanding or completing this type of assessment
   - the Learning Skills Unit for academic skills support.

2 Indicative time-on-task is an estimate of the time required for completion of the assessment task and is subject to individual variation
Delivery and Resources

This unit will involve a combination of on-line lectures, face-to-face workshops, and weekly reading.

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.)

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/admin/other-resources/student-conduct

Results

Results published on platform other than eStudent, (eg. iLearn, Coursera etc.) 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 or if you are a Global MBA student contact globalmba.support@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 help you improve your marks and take control of your study.

- Getting help with your assignment
- Workshops
- StudyWise
- Academic Integrity Module

The Library provides online and face to face support to help you find and use relevant information resources.

- Subject and Research Guides
- Ask a Librarian

Student Enquiry Service
For all student enquiries, visit Student Connect at ask.mq.edu.au

If you are a Global MBA student contact globalmba.support@mq.edu.au

Equity 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.

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.