



PSYO8921

Applied Psychology in Human Resource Management

Session 1, Weekday attendance, North Ryde 2021

Archive (Pre-2022) - 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

Lecturer

Monique Crane

monique.crane@mq.edu.au

Contact via Email

4 First Walk, Level 5, Room 509

By appointment

Lecturer

Madison Kho

madison.kho@mq.edu.au

Contact via Email

4 First Walk, Level 4, Room 403

By appointment

Credit points

10

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:

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

Name	Weighting	Hurdle	Due
Knowledge management report	50%	No	26/03/2021
Performance Appraisal Process	29%	No	14/05/2021
Multiple choice online quiz	21%	No	Various - see ilearn

Knowledge management report

Assessment Type ¹: Report

Indicative Time on Task ²: 50 hours

Due: **26/03/2021**

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**

Weighting: **29%**

Critique of a performance appraisal case study – up to 1500

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%**

Five to six 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 \(https://policies.mq.edu.au\)](https://policies.mq.edu.au). 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](#)

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

To find other policies relating to Teaching and Learning, visit [Policy Central \(https://policies.mq.edu.au\)](https://policies.mq.edu.au) and use the [search tool](#).

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.