



PSYB8961

Applied Psychology in Human Resource Management

Session 1, In person-scheduled-weekday, North Ryde 2022

School of Psychological Sciences

Contents

| | |
|---------------------------------------|---|
| <u>General Information</u> | 2 |
| <u>Learning Outcomes</u> | 2 |
| <u>General Assessment Information</u> | 3 |
| <u>Assessment Tasks</u> | 3 |
| <u>Delivery and Resources</u> | 5 |
| <u>Policies and Procedures</u> | 5 |

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General Information

Unit convenor and teaching staff

Unit co-ordinator

Monique Crane

monique.crane@mq.edu.au

Rm 2.366, Australian Hearing Hub, Level 2, North Wing

By appointment

Lecturer

Narelle Hess

narelle.hess@mq.edu.au

TBA

By appointment

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://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.

General Assessment Information

Late submissions, without an approved extension, will receive a 5% per day penalty including weekends and public holidays. No late submissions will be accepted more than 5 days after the submission deadline, unless special consideration has been granted.

Assessment Tasks

| Name | Weighting | Hurdle | Due |
|---|-----------|--------|---------------------|
| Multiple choice online quiz | 21% | No | various, see ilearn |
| Knowledge management report | 50% | No | 12/03/2022, 12am |
| Performance Appraisal Process | 29% | No | 21/05/2022, 12am |

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.

Knowledge management report

Assessment Type ¹: Report

Indicative Time on Task ²: 50 hours

Due: **12/03/2022, 12am**

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: **21/05/2022, 12am**

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.

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 [Writing Centre](#) 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](#)
- [Assessment Procedure](#)
- [Complaints Resolution 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

Academic Integrity

At Macquarie, we believe [academic integrity](#) – honesty, respect, trust, responsibility, fairness and courage – is at the core of learning, teaching and research. We recognise that meeting the expectations required to complete your assessments can be challenging. So, we offer you a range of resources and services to help you reach your potential, including free [online writing an](#)

[d maths support](#), [academic skills development](#) and [wellbeing consultations](#).

Student Support

Macquarie University provides a range of support services for students. For details, visit <http://students.mq.edu.au/support/>

The Writing Centre

[The Writing Centre](#) provides resources to develop your English language proficiency, academic writing, and communication skills.

- [Workshops](#)
- [Chat with a WriteWISE peer writing leader](#)
- [Access StudyWISE](#)
- [Upload an assignment to Studiosity](#)
- [Complete the 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 Services and Support

Macquarie University offers a range of [Student Support Services](#) including:

- [IT Support](#)
- [Accessibility and disability support](#) with study
- Mental health [support](#)
- [Safety support](#) to respond to bullying, harassment, sexual harassment and sexual assault
- [Social support including information about finances, tenancy and legal issues](#)

Student Enquiries

Got a question? Ask us via [AskMQ](#), or contact [Service Connect](#).

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.