PSYB8961
Applied Psychology in Human Resource Management
Session 1, In person-scheduled-weekday, North Ryde 2022
School of Psychological Sciences

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General Information

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By appointment

Lecturer
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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**

<table>
<thead>
<tr>
<th>Name</th>
<th>Weighting</th>
<th>Hurdle</th>
<th>Due</th>
</tr>
</thead>
<tbody>
<tr>
<td>Multiple choice online quiz</td>
<td>21%</td>
<td>No</td>
<td>various, see ilearn</td>
</tr>
<tr>
<td>Knowledge management report</td>
<td>50%</td>
<td>No</td>
<td>12/03/2022, 12am</td>
</tr>
<tr>
<td>Performance Appraisal Process</td>
<td>29%</td>
<td>No</td>
<td>21/05/2022, 12am</td>
</tr>
</tbody>
</table>

**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.
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.
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). 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). 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) 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, (e.g. 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
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.