



# PSYO8973

## Organisational Psychology Placement 3

Session 1, In person-placement, On location 2022

*School of Psychological Sciences*

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## General Information

Unit convenor and teaching staff

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By Appointment

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Credit points

10

Prerequisites

PSYO8972

Corequisites

Co-badged status

Unit description

This unit extends students' capacity to apply specific organisational psychology skills in the workplace under the supervision of an Adjunct supervisor. Students will develop skills in training needs analysis, change management, and employee counselling. The placement consists of 340 hours. Students are required to complete at least a thousand hours across all placements in the program to meet accreditation requirements. The diversity of tasks and roles within organisational psychology means that even students who have repeatedly demonstrated competency may still have gaps in professional knowledge and skill that may limit their competency in some specific contexts.

## 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 excellent depth and breadth of knowledge and scholarly understanding required of organisational psychologists in determining client needs and designing and implementing evidence-based interventions.

**ULO2:** Demonstrate excellent communication skills across a wide range of client groups, colleagues and other professionals, using a variety of formats to function empathically within and across cultures and life stages.

**ULO3:** Demonstrate excellent communication skills across a wide range of client groups, colleagues and other professionals, using a variety of formats to function empathically within and across cultures and life stages.

**ULO4:** Demonstrate detailed knowledge of the legislative frameworks relevant to organisational psychologists and undertake practice according to professional standards and the Psychology Board of Australia's code of ethics.

**ULO5:** Demonstrate employment-ready capabilities required of those entering a registrar program in organisational psychology, along with the professional and personal skills for assessing continuous development needs.<sup>5</sup>

## Assessment Tasks

Name	Weighting	Hurdle	Due
<u>Mid-placement review (MPR)</u>	35%	Yes	Negotiated with Placement Supervisor/ Placement Coordinator
<u>Weekly Supervision and Professional Service Provision</u>	30%	Yes	Negotiated with Placement Supervisor/ Placement Coordinator
<u>End of placement review (EPR)</u>	35%	Yes	Negotiated with Placement Supervisor/ Placement Coordinator

### Mid-placement review (MPR)

Assessment Type <sup>1</sup>: Work-integrated task

Indicative Time on Task <sup>2</sup>: 1 hours

Due: **Negotiated with Placement Supervisor/ Placement Coordinator**

Weighting: **35%**

**This is a hurdle assessment task (see assessment policy for more information on hurdle assessment tasks)**

This is a mid-placement assessment of competency, conducted in the placement setting with the supervisor using a survey of expected behaviours and outcomes from the Supervision Agreement. Feedback is on developing competency across standard performance domains.

On successful completion you will be able to:

- Demonstrate excellent depth and breadth of knowledge and scholarly understanding required of organisational psychologists in determining client needs and designing and implementing evidence-based interventions.
- Demonstrate excellent communication skills across a wide range of client groups, colleagues and other professionals, using a variety of formats to function empathically within and across cultures and life stages.
- Demonstrate excellent communication skills across a wide range of client groups, colleagues and other professionals, using a variety of formats to function empathically within and across cultures and life stages.
- Demonstrate detailed knowledge of the legislative frameworks relevant to organisational psychologists and undertake practice according to professional standards and the Psychology Board of Australia's code of ethics.
- Demonstrate employment-ready capabilities required of those entering a registrar program in organisational psychology, along with the professional and personal skills for assessing continuous development needs.<sup>5</sup>

## Weekly Supervision and Professional Service Provision

Assessment Type <sup>1</sup>: Work-integrated task

Indicative Time on Task <sup>2</sup>: 25 hours

Due: **Negotiated with Placement Supervisor/ Placement Coordinator**

Weighting: **30%**

**This is a hurdle assessment task (see [assessment policy](#) for more information on hurdle assessment tasks)**

Students participate in project Management under close supervision. Students will be assessed on formative project skills, professional conduct, self-reflection, ethics and communication skills including report writing and response to supervision.

On successful completion you will be able to:

- Demonstrate excellent depth and breadth of knowledge and scholarly understanding required of organisational psychologists in determining client needs and designing and implementing evidence-based interventions.
- Demonstrate excellent communication skills across a wide range of client groups, colleagues and other professionals, using a variety of formats to function empathically within and across cultures and life stages.
- Demonstrate excellent communication skills across a wide range of client groups,

colleagues and other professionals, using a variety of formats to function empathically within and across cultures and life stages.

- Demonstrate detailed knowledge of the legislative frameworks relevant to organisational psychologists and undertake practice according to professional standards and the Psychology Board of Australia's code of ethics.
- Demonstrate employment-ready capabilities required of those entering a registrar program in organisational psychology, along with the professional and personal skills for assessing continuous development needs.<sup>5</sup>

## End of placement review (EPR)

Assessment Type <sup>1</sup>: Work-integrated task

Indicative Time on Task <sup>2</sup>: 1 hours

Due: **Negotiated with Placement Supervisor/ Placement Coordinator**

Weighting: **35%**

**This is a hurdle assessment task (see [assessment policy](#) for more information on hurdle assessment tasks)**

This is an end of placement assessment of competency, conducted in the placement setting with the supervisor using a survey of expected behaviours and outcomes from the supervision agreement. Feedback is on developing competency on standard performance criteria.

On successful completion you will be able to:

- Demonstrate excellent depth and breadth of knowledge and scholarly understanding required of organisational psychologists in determining client needs and designing and implementing evidence-based interventions.
- Demonstrate excellent communication skills across a wide range of client groups, colleagues and other professionals, using a variety of formats to function empathically within and across cultures and life stages.
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- Demonstrate detailed knowledge of the legislative frameworks relevant to organisational psychologists and undertake practice according to professional standards and the Psychology Board of Australia's code of ethics.
- Demonstrate employment-ready capabilities required of those entering a registrar program in organisational psychology, along with the professional and personal skills for

assessing continuous development needs.5

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<sup>1</sup> 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.

<sup>2</sup> 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

Supervisory feedback occurs during or at the end of a supervisory period. A supervisory period is either 7.5 hours during at least the first 180 hours of placement or 15 hours thereafter.

Supervision can be face to face, phone or video (e.g. zoom, facetime etc) or can be asynchronous (e.g. reading reports etc), but the latter should be accompanied with a debrief.

### Directed Supervision

Directed supervision is an approach involving feedback, advice, and/or support that occurs at the end of a supervisory period, totalling approximately one hour.

### Progressive Supervision

Progressive supervision is an approach involving feedback, advice, and/or support that occurs progressively during a supervisory period, totalling approximately one hour (e.g. providing advice over a short period, providing suggestions during practice).

### Group Supervision

Group supervision is an approach involving feedback, advice, and/or support that occurs with groups of provisional psychologists (e.g. more than one) during or, at the end of a supervisory period, totalling approximately one hour. Typically, groups comprise a maximum of five participants, and must be limited to a maximum of 50% of the supervision hours attributed to a placement. Placement students may accrue the total period of group supervision and not simply the portion of the session that targeted their own practice.

## Policies and Procedures

Macquarie University policies and procedures are accessible from [Policy Central](https://policies.s.mq.edu.au) (<https://policies.s.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](https://ask.mq.edu.au) or if you are a Global MBA student contact [globalmba.support@mq.edu.au](mailto: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 and 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/](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.