

Unit Outline (Higher Education)

Institute / School:	Institute of Health and Wellbeing
Unit Title:	Workplace Health and Safety and Organisational Effectiveness
Unit ID:	HLWHS6002
Credit Points:	30.00
Prerequisite(s):	(HLWHS6000 and HLWHS6001)
Co-requisite(s):	Nil
Exclusion(s):	(SCOHS6610 and SCOHS6611 and SCOHS6612)
ASCED:	061301

Description of the Unit:

This unit draws together the concepts from earlier units in the graduate diploma to consider how an organisation's effectiveness can be improved in relation to Workplace Health and Safety. Organisational factors including organisational structure, design and job design are introduced and critiqued. The unit looks at aspirational models of WHS, including mental health and wellbeing. Statistical methods and auditing are two of the methodologies used as ways to measure organisational effectiveness and performance. Students are also provided with strategies and approaches for organisational change.

Grade Scheme: Graded (HD, D, C, P, MF, F, XF)

Work Experience:

No work experience

Placement Component: No

Supplementary Assessment: Yes

Where supplementary assessment is available a student must have failed overall in the Unit but gained a final mark of 45 per cent or above, has completed all major assessment tasks (including all sub-components where a task has multiple parts) as specified in the Unit Description and is not eligible for any other form of supplementary assessment.

Course Level:

Level of Unit in Course	AQF Level of Course					
	5	6	7	8	9	10
Introductory	■	■	■	■	■	■
Intermediate	■	■	■	■	■	■
Advanced	■	■	■	✓	■	■

Learning Outcomes:

Knowledge:

- K1.** Analyse how organisational structure and design contribute to the psychosocial work environment;
- K2.** Distinguish good work design for wellbeing;
- K3.** Select statistical concepts & methods appropriate for risk management;
- K4.** Critique organisational review approaches, methodologies and standards;
- K5.** Recommend change methodologies

Skills:

- S1.** Critique organisational structure and design as contributors to the psychosocial work environment and workplace health and safety risk;
- S2.** Evaluate work design for wellbeing;
- S3.** Apply statistical concepts & methods appropriate for risk management;
- S4.** Select appropriate organisational review approaches, methodologies and standards.

Application of knowledge and skills:

- A1.** Propose organisational structures, organisational and job designs for improving workplace health and safety performance;
- A2.** Interpret workplace health and safety data through statistical analysis;
- A3.** Formulate recommendations for organisational workplace health and safety effectiveness based on research and a systems approach;
- A4.** Design organisational change strategies for workplace health and safety.

Unit Content:

Introducing change in organisations. Consulting, influencing and coaching. Leadership. The workplace health and safety specialist as change agent within an organisation. Organisational structure and design. Job Design and wellbeing. Mental health. Methods of measuring workplace health and safety performance. Introduction to statistics in the context of occupational hazard management. Sources of data for fatalities, injuries, occupational disease and psychosocial risks. Strengths and weaknesses of data sources and alternative international sources. Sources of comparative performance data within Australia and for global benchmarking. Performance measurement in workplace health and safety contrasts between lag and lead indicators of performance. Selection and development of lead indicators. The Balanced Scorecard and applications in workplace health and safety. Organisation and display of data: tabular and graphical displays, principles of good presentation. Techniques for clarification and enhancement of displays. Qualitative measurement. The continuous improvement cycle. Initiating and planning the audit. Methodologies for evaluating organisational effectiveness.

Learning Task and Assessment:

Learning Outcomes Assessed	Assessment Tasks	Assessment Type	Weighting
K1, K2, K3, K4, K5, S1, S2, S3, S4, A1, A2, A3, A4	On-line discussion forums related to key concepts	On-line discussion forums Related to key concepts	S/U
K3, S3, A2, A3	Group discussion and presentation interpreting and communicating statistical information, interpretation and analysis	Group presentation	10-30%
K1, K2, K4, K5, S1, S2, S4, A1, A3, A4	Literature review/annotated bibliography	Literature review/annotated bibliography	20-40%
K1, K2, K4, K5, S1, S2, S4, A1, A3, A4	Group or individual report to stakeholders critiquing and recommending a range of organisational methodologies for organisational effectiveness	Report	40-60%

Adopted Reference Style:

APA ()

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