

Course Outline

School / Portfolio: Faculty of Health

Course Title: PSYCHOLOGY IN THE WORKPLACE

Course ID: ATSGC3843

Credit Points: 15.00

Prerequisite(s): (120 credit points of study in any discipline)

Co-requisite(s): Nil

Exclusion(s): Nil

ASCED Code: 090701

Program Level:

| AQF Level of Program | | | | | | |
|----------------------|---|---|---|---|---|----|
| | 5 | 6 | 7 | 8 | 9 | 10 |
| Level | | | | | | |
| Introductory | ■ | ■ | ■ | ■ | ■ | ■ |
| Intermediate | ■ | ■ | ■ | ■ | ■ | ■ |
| Advanced | ■ | ■ | ✓ | ■ | ■ | ■ |

Learning Outcomes:

Knowledge:

- K1.** Identify, describe and evaluate the range of psychological concepts that have an impact upon the behaviours of individuals and groups in workplace situations
- K2.** Describe the theories of motivation, leadership, group behaviour and communication and how they can be applied to the workplace
- K3.** Identify and assess the psychological factors that play a role in workplace recruitment and training

Skills:

- S1.** Evaluate and explain the psychological theories relevant to the field of work psychology
- S2.** Explain the difference between, and relative merits of, management versus leadership
- S3.** Identify the appropriate environments for optimum worker and organisational performance
- S4.** Recognise the difference between psychologically healthy and unhealthy work environments

Application of knowledge and skills:

- A1.** Capacity to evaluate the merits and disadvantages of various recruitment tools and processes
- A2.** Adapt the content to improve their own levels of motivation and performance and their interactions with workplace colleagues
- A3.** Capacity to evaluate the role of research and theory in the advancement of knowledge within the field of organisational psychology

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Course Content:

Topics may include:

- - job analysis and evaluation
 - legal issues in employee selection
 - recruitment and interviewing
 - evaluating employee performance
 - employee motivation
 - organisational communication
 - leadership
 - group behaviour and conflict
 - stress management

Values and Graduate Attributes:

Values:

- V1.**
- Apply principles of self-directed learning in a co-operative education environment;
 - Develop an understanding of the interaction between employees, employers and workplaces;
 - Appreciate theoretical approaches that aid in understanding human behaviour in the workplace;
 - Express intellectual inquisitiveness and thoroughness;
 - Display a sense of personal agency;
 - Demonstrate respect for other students, their opinions and backgrounds; and,
 - Be responsible for correct standards in writing, research, and citation.

Graduate Attributes:

| Attribute | Brief Description | Focus |
|---------------------|---|--------|
| Continuous Learning | As an advanced course within AQF Level 7, students will be equipped with skills to engage with the field of psychology as it applies primarily to the workplace. Students will reflect on current literature and develop cognitive skills to critically review, analyse, consolidate and synthesize knowledge and this will be captured in a spectrum of activities and assessment tasks throughout the course. | High |
| Self Reliance | Students are given opportunities to undertake independent research and manage their time to complete tasks and meet deadlines. | Medium |

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| Attribute | Brief Description | Focus |
|-----------------------|---|--------|
| Engaged Citizenship | Students will develop knowledge and skills relevant to key areas of organisational psychology. This knowledge will be relevant in fields such as business, human resources, and management. Having engaged in collegial discussions with their peers and teachers about issues relevant to contemporary society (e.g., leadership), students will be able to contribute this information to many future careers in society. | Medium |
| Social Responsibility | Students will develop social responsibility relevant to understanding human behaviour in the workplace. Students discuss the potential of psychology to contribute to the contemporary workplace. | Medium |

Learning Task and Assessment:

| Learning Outcomes Assessed | Assessment Task | Assessment Type | Weighting |
|----------------------------|---|-------------------------|-----------|
| K1-K3 S1-S4 A1, A3 | Demonstrate and apply knowledge from the textbook, lectures and tutorials in response to questions | Mid Semester Exam | 15-25% |
| K1-K3 S1,S2,S3 A1-A3 | Students will address questions concerning behaviour in the workplace, for example the recruitment process, predicting performance, and communication and motivating employees. | Short answer assignment | 35-45% |
| K1-K3 S1-S4 A1, A3 | Mastery of course content: Demonstrate and apply knowledge from the textbook in responses to exam questions | Examination | 35-45% |

Adopted Reference Style:

APA