

# Course Outline

**School / Portfolio:** Faculty of Health

**Course Title:** WORK PSYCHOLOGY

**Course ID:** ATSGC3843

**Credit Points:** 15.00

**Prerequisite(s):** 60 points of study in any discipline

**Co-requisite(s):** Nil

**Exclusion(s):** Nil

**ASCED Code:** 090799

## Program Level:

AQF Level of Program						
	5	6	7	8	9	10
<b>Level</b>						
Introductory	■	■	■	■	■	■
Intermediate	■	■	■	■	■	■
Advanced	■	■	✓	■	■	■

## Learning Outcomes:

### Knowledge:

- K1: Demonstrate an understanding of the range of psychological concepts that impact upon the behaviours of individuals and groups in workplace situations  
 K2: Acquire an understanding of how theories of motivation, leadership, group behaviour and communication can be applied to the workplace  
 K3: Understand legal issues that influence the operations of the workplace  
 K4: Comprehend how psychological factors 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: Determine 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: Critically evaluate the merits and disadvantages of various recruitment tools and processes  
 A2: Capacity to independently research, evaluate and identify evidence appropriate for supporting one's position  
 A3: Adapt the content to improve their own levels of motivation and performance and their interactions with workplace colleagues

## Course Content:

This unit is concerned with the behaviour of and interaction between employees, employers and workplaces. Each of these are in turn influenced by organisational structures, patterns of communication, group

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processes, and mechanisms of decision-making. And all these factors impact upon levels of job satisfaction, motivation, stress, and work-life balance.

### Values and Graduate Attributes:

#### Values:

- V1. Students will be expected to:
- Develop an understanding of the interaction between employees, employers and workplaces;
  - Apply principles of self-directed learning in a co-operative education environment;
  - Appreciation of theoretical approaches that aid in understanding of human behaviour in the workplace;
  - Demonstrated respect for other students, their opinions and backgrounds; and,
  - Sense of responsibility for correct standards in writing, research and citation.

#### Graduate Attributes:

Attribute	Brief Description	Focus
Continuous Learning	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 many opportunities to undertake independent research and manage their time to complete tasks and meet deadlines.	Medium
Engaged Citizenship	Students will develop knowledge and skills relevant to key areas of psychology in the workplace. 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., racial bias, SES), students will be able to contribute this information to many future careers in society.	Medium
Social Responsibility	Students will develop knowledge and skills relevant to key areas of psychology in the workplace. 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., racial bias, SES), students will be able to contribute this information to many future careers in society.	Medium

### Learning Task and Assessment:

Learning Outcomes Assessed	Assessment Task	Assessment Type	Weighting
K1,K4 S1,S3 A1-A2	Read a fictional recruitment scenario and answer the questions provide AND write a mini literature review on predicting performance.	Recruitment and Predicting Performance	40%

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Learning Outcomes Assessed	Assessment Task	Assessment Type	Weighting
K1-K2 S1-S3 A2	Write a proposal that describes how you would communicate a charity event to the whole organisation and how you would motivate the employees to participate.	Communication and Motivation	20%
K1-K4 S1-S4 A1	Demonstrate and apply knowledge from the textbook in responses to multiple-choice questions and/or short answer questions	Examination	40%

## Adopted Reference Style:

APA