



Course Outline (Higher Education)

School:	School of Arts
Course Title:	ORGANISATIONAL CULTURE AND MANAGEMENT
Course ID:	MSWPG7212
Credit Points:	15.00
Prerequisite(s):	(MSWPG7101)
Co-requisite(s):	(MSWPG7106)
Exclusion(s):	Nil
ASCED:	090501

Description of the Course :

This course critically discusses key elements and dimensions of human service organisations and organisational theory pertaining to Social Work practice. The fundamental role of organisational culture and context in shaping effective, ethical and professional Social Work practice is explored. Management and leadership roles, approaches, functions and tasks are described and examined. Human resource and financial management, and key policy, planning and programmatic issues, including quality assurance and evaluation, are discussed and analysed.

Grade Scheme: Graded (HD, D, C, etc.)

Work Experience:

No work experience: Student is not undertaking work experience in industry.

Placement Component: No

Supplementary Assessment: Yes

Where supplementary assessment is available a student must have failed overall in the course but gained a final mark of 45 per cent or above and submitted all major assessment tasks.

Program Level:

Level of course in Program	AQF Level of Program					
	5	6	7	8	9	10
Introductory	■	■	■	■	■	■

Level of course in Program	AQF Level of Program					
	5	6	7	8	9	10
Intermediate	■	■	■	■	✓	■
Advanced	■	■	■	■	■	■

Learning Outcomes:

Knowledge:

- K1.** Determine the defining characteristics of contemporary human service organisations across a multidisciplinary sector.
- K2.** Appraise and critique organisational and management theory relevant to contemporary human service organisations in a range of contexts; including regional, rural and metropolitan; locally and internationally.
- K3.** Determine the effects of organisational culture on organisational effectiveness, Social Work practice and client outcomes.
- K4.** Differentiate between planning processes in human service organisations and how these impact on Social Work practice.
- K5.** Appraise and critique ethical management and leadership for Social Work practice in human service organisations.
- K6.** Determine and differentiate between theoretical approaches and practical strategies for planning, monitoring and evaluating Social Work programs.
- K7.** Formulate strategies successfully implementing change in a human service organisation to improve Social Work practice.

Skills:

- S1.** Capacity to investigate, analyse and synthesise current debates and trends impacting Social Work practice in the context of human service organisations.
- S2.** Independent research, time management and planning skills.
- S3.** Written and verbal communication skills for appropriately disseminating information to a range of audiences.
- S4.** Competence in researching, analysing and reporting on an issue relating to Social Work practice in a human service organisational context.

Application of knowledge and skills:

- A1.** Skills in independently researching, evaluating and identifying appropriate organisational structure, culture and management for supporting ethical and effective Social Work practice.
- A2.** Ability to utilise an evidence base in combination with critical reflection to theorise about Social Work practice within an organisational context.
- A3.** Capacity to systematically and creatively explore how the professional role unfolds within an organisational environment.

Course Content:

This course critically discusses key elements and dimensions of human service organisations and organisational theory pertaining to Social Work practice. The fundamental role of organisational culture and context in shaping effective, ethical and professional Social Work practice is explored. Management and leadership roles, approaches, functions and tasks are described and examined. Human resource and financial management, and key policy, planning and programmatic issues, including quality assurance and evaluation, are discussed and

analysed.

Values:

- V1.** Value engagement with scholarly inquiry as a means to create opportunities for professional development, and as a useful strategy for facilitating positive outcomes for clients, the organisation and the community.
- V2.** Adhere to the Social Work values and code of ethics that underpin organisational practice in human services.
- V3.** Demonstrate, throughout the delivery of the course, the level of respect for students and staff that is reflective of Social Work values.

Graduate Attributes

The Federation University FedUni graduate attributes (GA) are entrenched in the Higher Education Graduate Attributes Policy (LT1228). FedUni graduates develop these graduate attributes through their engagement in explicit learning and teaching and assessment tasks that are embedded in all FedUni programs. Graduate attribute attainment typically follows an incremental development process mapped through program progression. **One or more graduate attributes must be evident in the specified learning outcomes and assessment for each FedUni course, and all attributes must be directly assessed in each program**

Graduate attribute and descriptor		Development and acquisition of GAs in the course			
		Learning Outcomes (KSA)	Code A. Direct B. Indirect N/A Not addressed	Assessment task (AT#)	Code A. Certain B. Likely C. Possible N/A Not likely
GA 1 Thinkers	Our graduates are curious, reflective and critical. Able to analyse the world in a way that generates valued insights, they are change makers seeking and creating new solutions.	K1, K2, K5, K6, S1 A2	A	AT1 & AT2	A
GA 2 Innovators	Our graduates have ideas and are able to realise their dreams. They think and act creatively to achieve and inspire positive change.	K7, S4, A2,	A	AT3	A
GA 3 Citizens	Our graduates engage in socially and culturally appropriate ways to advance individual, community and global well-being. They are socially and environmentally aware, acting ethically, equitably and compassionately.	K1, K2, K3, K4, K5, K6, K7, S1, S4	A	AT1, AT3	B
GA 4 Communicators	Our graduates create, exchange, impart and convey information, ideas, and concepts effectively. They are respectful, inclusive and empathetic towards their audience, and express thoughts, feelings and information in ways that help others to understand.	K2, K5, K7, S2, S4, A1,	A	AT2, AT3	B

Graduate attribute and descriptor		Development and acquisition of GAs in the course			
		Learning Outcomes (KSA)	Code A. Direct B. Indirect N/A Not addressed	Assessment task (AT#)	Code A. Certain B. Likely C. Possible N/A Not likely
GA 5 Leaders	Our graduates display and promote positive behaviours, and aspire to make a difference. They act with integrity, are receptive to alternatives and foster sustainable and resilient practices.	K2, k6, K7, S1, S2, S3, S4	A	AT1, AT2, AT3	C

Learning Task and Assessment:

Learning Outcomes Assessed	Learning Tasks	Assessment Type	Weighting
K1, K2, K3 S1 A1	To analyse theoretical debates relevant to human service organisations, and explore the implications for Social Work practice.	Essay	20-30%
K4, K5, K6 S2, S3 A2	To identify issues relevant to organisational management and culture in the human services and critically examine their relationship with Social Work practice.	Assignment	30-40%
K6, K7 S4 A3	To demonstrate understanding of knowledge gained in the course and the ability to apply it using a case study or simulated example.	Case Study Portfolio	40%

Adopted Reference Style:

APA