The background features a white field with several large, light gray gear silhouettes of varying sizes and orientations. On the far left, there is a vertical strip with a colorful, abstract, and textured appearance, possibly representing a gear's surface or a mechanical component.

# Masters in Organisational Psychology

Dr Joanne Earl

# Organisational Psychology

- ✦ What does an Org Psych do?
- ✦ How do you become an Org Psych?
- ✦ Status of the Program
- ✦ Alternatives while we evaluate



# What Is an Organisational Psychologist ?

The APS define an Organisational Psychologist as follows:

‘Organisational psychologists seek to understand the complex relationships occurring in workplaces in order to enhance organisational effectiveness, productivity and individual well-being’



# What do Organisational Psychologists do ?

We offer a very diverse range of services to improve the well-being of individuals and to enhance organizational effectiveness

## **Reference:**

**<http://www.psychology.org.au/community/specialist/organisational/>**

# Areas of work

- ☀ Selection & Assessment
- ☀ Job analysis
- ☀ Training & Development
- ☀ Career development and coaching
- ☀ Organisational development & change management
- ☀ Attitude surveys and research on workplace issues
- ☀ Performance development and review
- ☀ Wellbeing, conflict, stress and work adjustment
- ☀ Occupational health and safety
- ☀ Program evaluation
- ☀ Consumer behaviour and marketing
- ☀ Advisory and advocacy regarding workplace issues

# Research in Organisations

1. **Understand** or explain behaviour, e.g. why do people quit?
2. **Predict** behaviour, e.g. how much quitting will occur next year?
3. **Change** behaviour, e.g. what can be done to reduce quitting?



# Training as an org psych

- ☀ Minimum six years full-time university training
- ☀ Including postgraduate study in a recognised organisational psychology training program
- ☀ Plus further supervised practice.
- ☀ New proposed 5 + 1 model from APAC

# Professional Structure of Organisational Psychology

- ✦ Registration
- ✦ APS
- ✦ College of Organisational Psychology
  - ✦ Other colleges: Clinical, Neuropsych, Counselling, Community, Health, Educational, Forensic and Sports

# Master of Org Psych @ UNSW

Our intake has been suspended for 2010  
but we hope to be back in 2011

## ☀ Course Now:

- ☀ Psychological Assessment
- ☀ Psychology of Organisations
- ☀ Career Development
- ☀ Learning, Training & Development
- ☀ Professional practice (1,000 hours)
- ☀ Research thesis

# Why was the program suspended?

- ☀ Review to determine on-going viability
- ☀ Retirement of senior academic staff
- ☀ Cost of running the program (most other programs have moved to fees based at around \$30,000 for two years)
- ☀ Absence of other income
- ☀ APS proposal of a 5 + 1 model (section 5.1.12)

# What to do while we evaluate

- ✦ Enrol in a the Clinical or Forensic Program at UNSW
- ✦ Enrol in a PhD at UNSW
- ✦ Study at another university
- ✦ Get some work experience and perhaps get registered
- ✦ Complete some short courses

# Enrol in Clinical or Forensic

- ☀ If you have completed a Clinical or Forensic Psychology Program then currently you can seek membership of the COP via the “alternate pathways” route
- ☀ See the document “alternate pathways” on the O drive
- ☀ Focus on gaining supervised experience in the competencies outlined in the back of the document

# Roles where the areas overlap

- ☀ Human Resources departments of hospitals (Clinical) and prisons (Forensic)
- ☀ Rehabilitation, Vocational Counselling and Outplacement (Clinical and Forensic)
- ☀ EAP – Employee Assistance Programs (Clinical)

# Complete a PhD at UNSW

- ☀ If you expect first class honours apply for an APA \$22,500 tax free go to:

<http://www.grs.unsw.edu.au/scholarships/local.html>

- ☀ Semester 1 2010 UNSW Local Research Scholarships now open
- ☀ Applications close on 30 October 2009.

# PhD enrolment

- ☀ See [www.psy.unsw.edu.au/school/contacts/astafflist.html](http://www.psy.unsw.edu.au/school/contacts/astafflist.html) for a list of potential PhD supervisors and to learn about their research interests.

# Complete a PhD at UNSW

☀ *visit*

*[www.grs.unsw.edu.au/homepage.html](http://www.grs.unsw.edu.au/homepage.html)*



*then contact Gavan McNally our  
Postgraduate Coordinator in the School  
of Psychology at*

*[g.mcnally@unsw.edu.au](mailto:g.mcnally@unsw.edu.au)*

# What do I do with a PhD?

- ✦ Being a consultant with a leading firm
- ✦ Become a member of COP by teaching in Org Psych (see alternate pathway document for details)

# Demand for PhD qualified

 Print  Email A Friend



 peterberryconsultancy

## Consulting Organisational Psychologist

Peter Berry Consultancy is a multidisciplinary consulting firm specialising in profiling and consulting services that makes a difference in leadership, business planning, people and culture, working across a wide range of private and public sector organisations. Peter Berry Consultancy represents Hogan Assessment Systems in Australia. Hogan Assessment Systems is a global test publishing company that develops personality assessments to help organisations select employees, develop leaders and identify talent.

Peter Berry Consultancy, to support its growing Hogan and people and culture practice, has a need for a Consulting Organisational Psychologist based at our Sydney office. Consultants are responsible for developing client accounts through in-bound and out-bound sales, managing selection and development projects, and providing best-practice research and consulting services. Peter Berry Consultancy offers a competitive compensation package and the opportunity to work alongside a vibrant and talented consulting team in conjunction with Hogan's global research team.

### Successful candidates should possess:

- *An advanced degree (M.A. and M.B.A. applicants welcomed; Ph.D. preferred) in industrial/organizational psychology or a related field;*
- *Minimum 3 years of applied experience (can include internship experience);*
- *Experience servicing or managing clients directly;*
- *An understanding of assessment-driven selection, development and leadership programs;*
- *Strong interpersonal and organizational skills.*

### Contact Details

For More Information or to Submit a Résumé and Cover Letter

e-mail us at [snealon@peterberry.com.au](mailto:snealon@peterberry.com.au) .

Ph.D  
preferred



# Study at another University

- ☀ We'll be sorry to see you go but we understand.....
- ☀ Go to:  
<http://www.apac.psychology.org.au/Courses.aspx?ID=1045> for a list of courses that meet APAC requirements around Australia
- ☀ Check enrolments requirements may be via UAC or direct. Interview or resume?

# Australian Unis offering Masters in Organisational Psychology

STATE	University
NSW	Macquarie University
VIC	Deakin University
	Monash University
WA	Murdoch University
	University of Western Australia
Queensland	Griffith University
	University of Queensland
South Australia	University of Adelaide
	University of South Australia

# Macquarie University

- ☀ The current fee for the program is \$33920.00
- ☀ Open day this Saturday and staff will be on the Psychology booth from 10.00am to 1.00pm if there are any questions

# Get some work experience

- ☀ <http://www.psychology.org.au/community/specialist/organisational/#s3> for a list of relevant areas
- ☀ Research and market research
- ☀ Recruitment and selection
- ☀ Test administration
- ☀ You can also get registered via work experience

# How to Find Work

- ☀ Network – attend COP events
- ☀ Use job search engines
- ☀ <http://www.psychxchange.com.au/JobSearch.aspx> (SEARCH on 'intern')
- ☀ <http://employment.byron.com.au/jobs.html?source=GoogleAdWordsSearch> (SEARCH on 'psychology')

# Some examples off Byron (as at Saturday 5<sup>th</sup> September)

**final5**  
recruitment shortlisting

final5.com.au

## Research Assistant

**Job Summary**

**Location**  
Lane Cove, NSW 2006

**Job Type**  
Full Time  
Permanent

**Career Level**  
Student (University)

**About the Job**

- Leading retail and shopping centre specialist
- Lane Cove location
- Great entry-level role in a small friendly team

Are you looking for a role where you can develop your skills in a close knit team environment? Do you have a passion for research and shopping? This is a great company, acclaimed as a BRW Upstart because of their expertise and exceptional quality of output in their niche of consumer research in shopping centres around Australia.

Working in a small team you will be responsible for providing accurate and timely reporting of assigned research projects and provide key support to our Research Executive in project set up, management and reporting.

Key responsibilities will include:

- Accurate input of data for quantitative surveys, charts and table creation and top line reporting.
- Timely and accurate interpretation of focus groups participant material.
- Design and set up of exit survey questionnaires, communication, agreements and set up of exit survey door count quotas.
- Updating and reporting of consumer shopping centre benchmarks.
- Assisting with research and preparation of key notes for Managing Director's speaking events.

To be successful you will have a recent relevant tertiary qualification in psychology, marketing, business or a related discipline. Most important is an ability to perform data analysis in Excel, write reports and communicate findings whilst managing business relationships. You must be highly numerate, a good communicator, motivated and able to work independently. An awareness of Microsoft Office 2007 would be beneficial.

You will also need a current driver's licence and your own vehicle as you will be out and about at various locations around the Sydney metropolitan area.

If you are looking for a role where you will be able to combine your analytical and people skills we look forward to hearing from you! Please apply using the link below.

mb... Uni... IO... Mic... Ph... AP... htt... Psy... Job... EN Search Desktop

# Complete some short courses

- ☀ LifeLine Counselling
- ☀ Attend Org Psych professional development events as a student member
- ☀ Some courses as an external student at Australian School of Business (I can provide a list later in the year)

# A few websites

1. School website under Future Students
2. Psychologists Registration Board:  
★ <http://www.psychreg.health.nsw.gov.au/>
3. Australian Psychological Society:  
★ <http://www.psychology.org.au>
4. Society of Industrial and Organisational Psychology, USA, newsletter website:  
★ <http://www.siop.org/tip/TIP.aspx>

# Still having trouble deciding?

- ★ Undertake a career assessment at Careers Research and Assessment Service. More information is available at <http://cras.psy.unsw.edu.au/>
- ★ Talk with Program Directors in Forensic and Clinical
- ★ Email me at [j.earl@unsw.edu.au](mailto:j.earl@unsw.edu.au)

# Want to help us?

☀ There is no guarantee that the program will return in 2011. We need your support. You can help by:

- ☀ Reviewing proposed course content
- ☀ Lobbying government via the APS for better funding (org as well as clinical)
- ☀ Marketing and promoting the course

If you want to help please email

[j.earl@unsw.edu.au](mailto:j.earl@unsw.edu.au) with your details