



# Master of Psychology (Organisational)

## 2016 Program Guide

Never Stand Still

Science

Psychology

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## **The University**

UNSW Australia (The University of New South Wales) is one of the largest and most prestigious in Australia. UNSW has a total enrolment of over 50,000 students and a staff of 7,700 on its two campuses – Kensington and UNSW Art & Design – in Sydney, as well as the University College at the Australian Defence Force Academy in Canberra. It is recognised throughout the world as a centre of excellence in learning and research. UNSW is a member of the prestigious Group of Eight key teaching and research universities in Australia. It is also a member of Universitas 21, a consortium of the world's leading research universities from Asia, Europe and North America. UNSW is consistently ranked as one of the top universities in the Asia region and is a major recipient of competitive research grants from industry and government bodies in Australia. UNSW scored highly in the 2015 Good Universities Guide, scoring the maximum five-star rating for seven key performance indicators.

The main campus of 38 hectares is situated in Kensington, an inner south-eastern suburb of Sydney. Sydney is a major cosmopolitan city that has a temperate climate and a rich cultural and artistic life. It is a centre of commerce and industry, and has a natural environment of great beauty and diversity. The University has first rate facilities, including a large modern library, extensive computing capacity, and all of the physical and human resources that one would expect to find in one of the southern hemisphere's leading educational institutions.

## **The School of Psychology**

The School of Psychology is located in the Faculty of Science. As one of the largest psychology departments in Australia, the School has excellent research and professional training facilities. It has extensive computing facilities, a psychological test library, a psychology clinic, a career research and assessment service, a technical workshop and laboratories in all areas of experimental psychology. The School also has strong links with professional practitioners in the areas of clinical, neuropsychological, forensic and organisational psychology.

The School is well known for its research tradition. Many of the staff have international reputations in their respective fields and a number are Fellows of the Australian Academy of Social Sciences. Our staff attract over \$3.5 million in external research funds per year. Staff publications receive more citations than any other psychology department in Australia and the School has one of the highest rates of PhD graduations in Psychology of any Australian university.

## **The Master of Psychology (Organisational) program**

The Master of Psychology (Organisational) provides the knowledge and skills required for psychologists working either in, or closely with, public and private organisations.

The program is accredited by the Australian Psychology Accreditation Council (APAC) as the fifth and sixth years of study leading to full membership of the Australian Psychological Society (APS) and registration as a psychologist with the Psychology Board of Australia (PsyBA). Graduates of the program are eligible for general registration as Psychologists with APHRA. After completing a further two-year supervised period after graduation they are eligible for endorsement as Organisational Psychologists.

## **Aims of the program**

The aim of the program is to develop applied skills that integrate theory, research and practice. When combined with their undergraduate training and the required work experience, this program will equip graduates with an understanding of individual, organisational, social and cultural influences on behaviour.

The emphasis on **practical** problem solving will lead participants to develop and consolidate their skills in specific methodological, statistical, measurement and other empirical techniques and practices. The emphasis on **theory** provides a framework for the study of individual and group behaviour in organisations and social systems.

The emphasis on **research** develops an inquiring orientation to the analysis and solution of organisational issues and problems.

Graduates of the program are professionally equipped to contribute to organisational and work-unit performance at both the strategic and operational levels, including:

- Analysing components of jobs and tasks
- Designing and validating recruitment and selection procedures
- Conducting psychological assessments of skills, abilities, interests, values and interpersonal styles
- Designing job dimensions to elicit optimal personal and work outcomes
- Planning and implementing performance appraisal systems
- Developing questionnaires and conducting surveys
- Facilitating effective interactions amongst teams and groups of employees
- Designing and evaluating programs for learning, training and development
- Providing career counselling and personal development services
- Analysing employee attitudes for strategic decision making
- Facilitating organisational change, including adoption of new technologies and work practices
- Advanced Statistical techniques for the purposes of analysing multi-level data and prediction of selection and assessment outcomes
- Development of affect based measures in the workplace
- Assessment of work attitudes and work exit
- Contribute to Organisational Development initiatives in the areas of organisational culture and climate, capability development, employee engagement, diversity and inclusion
- Design, develop, implement, facilitate and evaluate leadership development programs

## Program structure

For the purposes of the Program the year is divided into 2 semesters. Semester 1 runs from March to June while Semester 2 is from July to November, and are structured around 12 weeks of classes across 13 weeks.

The degree is designed to be completed in full-time mode over two years, and part-time enrolment is not available.

The table following shows the structure of the program. Courses (subjects) are usually scheduled on Thursday and Friday (before 6pm) with the rest of the week available to undertake external placements. There are generally 4 x one-day workshops per course with the exception of PSYC7129 Assessment in Organisations and PSYC7000 Research and Evaluation Methods. As the program timetable for all but one course (PSYC7000) is managed by the School, not managed centrally by UNSW Learning Spaces, it is usually made available a few weeks prior to the commencement of the next semester. It can be accessed from the right-hand side menu [here](#).

		Units of Credit	When Offered	
			Semester 1	Semester 2
<b>Stage 1</b>				
PSYC7000	Research and Evaluation Methods	6	-	X
PSYC7100	Psychology of Organisations 1	6	X	-
PSYC7101	Psychology of Organisations 2	6	-	X
PSYC7102	Learning, Training and Development	6	-	X
PSYC7115	Career Choice and Development	6	X	-
PSYC7122	Professional and Ethical Practice (Organisational) 1	6	X	-
PSYC7123	Professional and Ethical Practice (Organisational) 2	6	-	X
PSYC7129	Assessment in Organisations	6	X	-
<b>Stage 2</b>				
PSYC7002	Psychological Assessment 2	6	X	-
PSYC7117	Advanced Topics in Organisational Psychology	6	-	X
PSYC7124	Professional and Ethical Practice (Organisational) 3	6	X	-
PSYC7125	Professional and Ethical Practice (Organisational) 4	6	-	X
PSYC7126	Research Thesis (Organisational) 1	12	X	-
PSYC7127	Research Thesis (Organisational) 2	12	-	X

## Student attendance

It should be emphasised that this is not an external program. Placements take place Monday to Wednesday, and workshops on Thursdays and Fridays. In order to complete the program in the allotted time it is essential that you make yourself available to attend placements. Excellent time management is required to keep up with placements, full day workshops and coursework. We do not recommend that students work part-time during Semester 1 of Year 1.

You are expected to attend all workshops, for all courses. In the event of a serious illness or bereavement, medical certificates etc. must be supplied. In the event that this does occur, please notify your Course Coordinator immediately as well as the Program Director. You cannot pass a course without completing all workshops.

Students are expected to participate in the general academic and social life of the School, and to attend departmental seminars, meetings and social gatherings. Much useful education takes place outside the formal classroom. The School gives a high priority to this program. Classes are generally small, and students receive a great deal of individual supervision and guidance. By the same token, a high level of performance is expected from the students.

Other members of the School also make contributions to the program, based on their distinctive knowledge. Likewise, distinguished practitioners from outside the University occasionally give a short course of lectures on their particular area of expertise, which has the important effect of bringing the world of the workplace into the classroom.

## Program components

The MPpsych(Org) program consists of three components, all of which are compulsory, and total 96 units of credit (48 in each Stage).

### I. Course Work (48 units of credit)

This component consists of weekly workshops with associated written forms of assessment (reports/essays, class tests and final examinations).

## II. Professional Practice (24 units of credit)

There are two components of professional practice:

(1) Coursework [courses Professional and Ethical Practice (Organisational) 1-4]

Students are not allowed to progress to Professional and Ethical Practice (Organisational) 3 and 4 until Professional and Ethical Practice (Organisational) 1 and 2 have been successfully completed.

Students must attend all PEP workshops and participate in systematic discussion of relevant professional, ethical and legal issues. These meetings are also used to review placement activities and to invite speakers to cover selected topical issues or areas not covered elsewhere in the program. There are numerous opportunities for feedback on presentation skills throughout the PEP classes, often from visitors and adjunct members of staff.

(2) Placements

Students will be expected to spend a minimum of 1,000 hours over the whole program carrying out supervised professional and research duties in a variety of work settings, organisations and industries. One compulsory placement is in the School's Career Research and Assessment Service (CRAS). CRAS provides Master students with the opportunity to develop their skills in assessment, report writing and counselling with genuine clients. All students enrolled in the program spend time in CRAS where they take on a full load of clients who are seeking career assistance. As a member of CRAS, students learn about all aspects of running a career consultancy including service delivery, practice management and marketing. All students in CRAS receive intensive supervision and feedback on their client, assessment, and report writing skills as well as their more general professional and ethical skills. Visit the CRAS website for more information: <http://cras.psy.unsw.edu.au>.

In general other placements are organised for students by the Placement Coordinator. It may be possible for students to combine one of their practical work requirements with their regular employment to a maximum of 250 hours. In deciding whether this is feasible, the nature of the work being carried out, the availability of supervision by a registered psychologist, and the relevance of the work to the aims of the program will be taken into account. You must check suitability with the Placement Co-ordinator. Students are expected to report on their placement projects both verbally and in a written report. Marks for Professional Practise are based on course work but students will be graded pass/fail for their placements. Timely submission of placement reports is essential to ensure that students graduate on time. In the event that a placement is failed students will be counselled and, depending on the circumstances, given an opportunity to complete another placements. Should this second placement be failed students will be required to exit the program.

## III. Research Thesis (24 units of credit)

All students are required to complete an organisational research thesis on a topic to be individually tailored to the student's interests. The thesis is to be presented as an article suitable for submission to an appropriate journal and of approximately 7,500 words. More details are provided in the *Guide to Research Projects for MPsychol (Organisational)*, available for download [here](#).

## Course descriptions

All courses are only available to students who have participated, by invitation from the Selection Committee, in the program's assessment centre.

**Should a student fail any course (including Thesis and Professional and Ethical Practice), they will be permitted to re-enrol in that course. Should the student fail the course the second time, the Program Director will recommend that their place in the program be terminated. That is, a student may only attempt each course twice.**

#### **PSYC7000 Research and Evaluation Methods**

An examination of threats to the validity of causal inferences from randomised experiments, quasi-experiments and passive observational studies, with particular reference to field studies and program evaluations. Statistical power analysis, the analysis of data from non-equivalent control group designs, interrupted time series analysis, and structural modelling.

#### **PSYC7002 Psychological Assessment 2 (Prerequisite: PSYC7129)**

The psychometric foundations of psychological assessment. Classical and modern test theory. Item analysis and item response theory. Differential change measurement. Single case profile analysis, with applications to the WAIS-R and WISC-3. Applications of exploratory and confirmatory factor analysis to test construction and evaluation. Clinical and statistical prediction. Decision theoretic approaches to testing and assessment. The use of intraclass correlations to evaluate the reliability of ratings and other assessment methods.

#### **PSYC7100 Psychology of Organisations 1**

General framework for understanding how organisational settings affect work motivation, job satisfaction, performance and health. Emphasis placed on the particular contribution which psychologists can make to such areas as job analysis and design, selection, developing performance criterion, managing performance and performance appraisal.

#### **PSYC7101 Psychology of Organisations 2**

An advanced examination of some topics covered in PSYC7100 Psychology of Organisations 1 with a particular emphasis on the application of sound measurement and research principles to selection, job evaluation, work motivation and occupational health and stress. Special attention is given to the application of social psychological principles to the work setting.

#### **PSYC7102 Learning, Training and Development**

An introduction to the latest theory and research in learning, memory, and cognition relevant to designing and implementing programs of instruction and behavioural intervention. Aspects of the training cycle including needs analysis for training, setting learning objectives, and evaluating the effectiveness of any instructional program.

#### **PSYC7115 Career Choice and Development (Prerequisite PSYC7122)**

The theory and practice of career choice and development, and approaches to career decision making and work adjustment throughout life. The role of occupational and labour market information in facilitating decision making is explored. Evidence based approaches to labour market preparation are examined and the role of these in implementing career decisions is discussed. Case studies focus on career issues faced by minority groups.

#### **PSYC7117 Advanced Topics in Organisational Psychology (Prerequisites PSYC7122 and PSYC7129)**

Advanced treatment of established and emerging areas in organisational psychology.

#### **PSYC7129 Assessment in Organisations**

This course aims to provide a solid grounding in the theory, history and practice of psychometric assessment in organisations. The role of psychological tests and other psychological assessment methods in selection and recruitment, workforce development, performance management and

professional development is covered. The course provides students with an understanding of alternative assessment methods in organisational settings. Ethical issues in relation to the use of psychological tests and the use of psychological tests in relation to equity and diversity issues are highlighted. This knowledge forms part of the foundation for professional practice in organisational psychology.

**[PSYC7122 Professional and Ethical Practice \(Organisational\) 1](#)**

**[PSYC7123 Professional and Ethical Practice \(Organisational\) 2](#) (Prerequisite PSYC7122)**

**[PSYC7124 Professional and Ethical Practice \(Organisational\) 3](#) (Prerequisite PSYC7123)**

**[PSYC7125 Professional and Ethical Practice \(Organisational\) 4](#) (Prerequisite PSYC7125)**

Supervised professional practice is a major requirement of the program. Through placements in a range of organisations students have an opportunity to integrate theory and practice. Students must complete a minimum of 1,000 hours of supervised work in organisational field settings (250 hours in each of the four sessional Professional Practice courses).

Organisations which have provided placements in the recent past, or are prepared to provide placements in the future, include:

Allworth Juniper, Psychologists	Macquarie Group	SHL Talent Management Solutions
Australian School of Business	Maximus International	Sitback Digital Solutions
Australian Taxation Office	Mercer HR Consulting	Squiz Digital
Bucknell Org Psych Services	Nous Group	Thomson Reuters
Chandler MacLeod	Objective Digital Experience	Transport NSW
Commonwealth Bank of Australia	Page Up People	University of Sydney Business School
Decision Health	People Measures	UNSW Careers and Employment
Deloitte Touche Tohmatsu	Peter Berry Consultancy	UNSW Finance and Operations
Fortinberry Murray	PricewaterhouseCoopers	Veolia Water
Grant Thornton	Qantas	Voice Project
Heidrick and Struggles	QBE	Westpac
Henricks Consulting	Randstadt	YSC Business Psychologists
Hudson Talent Management	Reserve Bank of Australia	
Inspirational Workplaces	Saville Consulting	

## Research project

### **PSYC7126 Research Thesis (Organisational) 1 & PSYC7127 Research Thesis (Organisational) 2**

The thesis will be an empirical investigation of theoretical and practical significance in one area of organisational psychology. It is written as a journal article suitable for submission to a specific refereed journal. PSYC7126 and PSYC7127 together contribute 25% to the overall grading for the degree. For more information, please see the *Guide to Research Projects for MPsychol (Organisational)*, available for download [here](#).

**Should a student fail PSYC7126, they will be permitted to re-enrol for a second time only. Should the student fail either course a second time, the Program Director will recommend that their place in the program be terminated.**

## Award of degree

At the successful completion of the program, students will be graded as part of their degree. As of 2015, the determination of the standing [First Class Honours, Second Class (First Division), Second Class (Second Division), or Pass] will be determined by a weighted average of all courses, including the Professional & Ethical Practice classes. The weighting is determined by UOC and can be summarised as follows: 25% research thesis; 25% Professional and Ethical Practice courses; 50% other courses.

## Prizes

The **Stephanie J. Moylan Memorial Prize** for the best performance in an Organisational Masters thesis.

Prize for the **best thesis in Organisational Change or Development**.

The **CEB SHL Talent Measurement Solutions Prize** is awarded to the best performing student in PSYC7000 Research and Evaluation Methods and PSYC7002 Psychological Assessment 2.

The **College of Organisational Psychologists, NSW Section Prize** is awarded for the best overall contribution to Organisational Psychology in the Master of Psychology (Organisational) program.

## Combining MPsych(Org) with a PhD

A combined Doctor of Philosophy/Master of Psychology (Organisational) degree program is available over four full-time years. This program consists of a research project (PhD) on an organisational topic and the coursework and professional practice components (12 courses) from the MPsych(Org) degree. Students work on their research project across the four years and concurrently take three of the Masters courses in each year. This program is restricted to those students who have completed an Honours Class 1 degree in Psychology, and is subject to the availability of adequate supervision and research infrastructure. Full details can be found [here](#).

## Fees and charges

Commonwealth Supported Places (formerly HECS) are available to students in the program. Full information on fees and charges may be found [here](#).

## Program leave

Program Leave may be granted, subject to the restrictions outlined [here](#). A student who is not enrolled at the relevant census date, and has not applied and been granted approved program leave for that semester, will be discontinued from their program and must formally apply for re-admission if they want to enrol in a future semester.

## Staff taking part in the MPsych(Org) program

### *Core Academic Staff*

**Professor E James Kehoe (Program Director)**, BA Lawrence, MA PhD Iowa

**Winston Horne (Placement Co-ordinator)**, BA MA Canterbury

**Dr Karen Whittingham**, B.Arts (Mac), M.Mgt (Mac), M.Letters (UNE), PhD (Sydney)

### *Contributing Academic Staff*

Dr Melanie Gleitzman, BA PhD UNSW

Professor Ben Newell, BSc Nott., PhD UNSW

### *Visiting Staff*

**A/Prof Stephen Bochner**, BA Syd., MA Hawaii, PhD UNSW

**Dr Kevin D Bird**, BSc PhD UNSW

**Ms Doreen Cheong**, BA Syd

## **Postgraduate Support**

Ms Emmalee O'Grady

### **Honorary associates and field supervisors**

Fatima Abbas	Adele Eldridge	Rebecca McDermott
Fernanda Afonso	Craig Errey	Ashley Monckton
Elizabeth Allworth	Christian Frederiksen	Helena Nguyen
Eleni Atsalakis	Tehani Gunasekara	Dimitra Papadolias
John Austin	Belinda Gunnell	Jasmina Petkoska
Cate Borness	Joe Hart	Kim Pluess
Alison Brady	David Heap	Dane Poboka
Beata Brodowska	Matt Henricks	Iris Rattley
Kirsten Bucknell	Sam Hickey	Leanne Reardon
Kylie Campbell	Belinda Hua	Kristin Reilly
Chris Carbert	Alan Hudson	Kellie Rigg
Hannah Challis	Anya Johnson	David Rosete
Eva Chan	Abby Jones	Heizy Serrels
Mark Cipants	Kate Juniper	Jamie Sims
Alexi Conomos	Janet Kim	Lisa Skovron
Tatham Crawford-Lennox	Paul Kougiou	Nicholas Stead
Helen Crossing	Leia Lewis	Natasha Szabo
Louise Daly	Rachel Linton	Erin Turner
Kathy de Josselin	Adrianna Loveday	Elisa Walther
Daniel de Zilva	Daniella Luppino	Tabitha Wu
Tarryn Donaldson	Frosso Mathews	
Marija Dumovic	Melissa McColough	

### **Contact information**

Please direct enquiries to the relevant staff below.

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#### **Combined PhD/MPsych(Org)**

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The information contained in this guide is correct as at January 2016. Prospective students should contact UNSW to confirm admission requirements and availability of programs. UNSW reserves the right to change any programs, admission requirement or other information herein without any prior notice. CRICOS Provider No. 000098G.