



Master of Psychology (Organisational)

Program Booklet

Never Stand Still

Science

School of Psychology

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The University

The University of New South Wales (UNSW) is one of the largest and most prestigious in Australia. UNSW has a total enrolment of over 52,000 students and a staff of 7,700 on its two campuses – Kensington and the College of Fine Arts – 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. It scored highly in the 2010 Good Universities Guide, being awarded the maximum five-star rating for seven key performance indicators, including research grants, research intensity, student-staff ratio, staff qualifications, cultural diversity, graduate starting salary and positive graduate outcomes.

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. School staff attracts 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's program in organisational psychology 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 as fifth and sixth years of study leading to full membership of the Australian Psychological Society and registration as a psychologist with the national Psychology Board of Australia (PsyBA). Graduates of the program are also eligible for associate membership of the APS College of Organisational Psychologists, and can subsequently work under specialist supervision towards full college membership and PsyBA endorsement as in Organisational Psychology.

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 workplaces and recommending interventions to facilitate change
- Designing jobs to elicit optimal personal and work outcomes
- Undertaking job analyses
- Recommending strategies for motivating employees at work
- Designing and validating recruitment and selection procedures
- Conducting psychological assessments of skills, abilities, interests, values and interpersonal styles
- Planning and implementing performance management 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
- Using organisational diagnostics to assess employee attitudes and values
- Facilitating organisational change, including adoption of new technologies and work practices
- Analysing multi-level data and predicting selection and assessment outcomes
- Designing programs to promote employee well-being
- Assessing organisational level outcomes such as culture

Program Structure

The University year is divided into 3 terms – Semester 1, Semester 2 and Summer Term. Semesters 1 and 2 are of 12 weeks duration, Semester 1 runs from March to June while Semester 2 is from July to November. This program is scheduled during Semester 1 and 2.

The minimum period of enrolment before the award of the degree is four semesters for full-time students. Part-time enrolment is not available for this program. Students wishing to apply for advanced standing in the program are advised to refer to: <https://my.unsw.edu.au/student/research/PGCourseworkCreditTransfer.html>

The table following shows the structure of the program. Courses are usually scheduled as full-day workshops on Thursday and Friday (before 6pm) with the rest of the week available to undertake external placements. The final timetable of courses to be offered will normally be released by the University to students in late November for Semester 1 courses and mid-May for Semester 2 courses.

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

Student Attendance

It should be emphasised that this is not an external degree. 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 MPsychol (Org) program consists of three components, all of which are compulsory. The three components total 96 units of credit (48 in each Stage).

1. Course Work (48 units of credit)

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

2. Professional Practice (24 units of credits)

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. 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.

Students should note that their professional placement hours must be spread over a variety of settings. The School arranges placements, which will help the student to gain experience in a wide variety of organisations. Such placements will not normally involve payment.

Students are required to have one placement in the School's Careers Research and Assessment Service. The Careers Research and Assessment Service (CRAS) is an initiative of the Masters (Organisational) program. It provides Masters 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 addition, students attend weekly Professional Practice meetings and occasional Career Development Workshops.

3. Research Thesis (24 units of credits)

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.

Course Descriptions

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)

This subject teaches statistical methods at the advanced level equipping students with the quantitative procedures used by organizational psychologists. These include: the use of regression models, including hierarchical linear models, for explanation and prediction; simultaneous and stepwise regression analysis with cross-validation; clinical vs. statistical prediction; principal components analysis and exploratory factor analysis; utility analysis: incorporating the effects of predictive validity, selection ratios, base rates, criterion measurement error, SD and costs when evaluating the utility of selection procedures.

PSYC7100 Psychology of Organisations 1

This subject prepares trainee Psychologists with an understanding of contemporary models of organisational psychology theory that inform evidence-based practice. It complements other courses in the Masters of Psychology Program (Organisational) such as Psychological Assessment I and PEP courses. The topics covered include motivation, job analysis, performance and selection criteria, evaluating performance, performance management and remuneration.

PSYC7101 Psychology of Organisations 2

This topic is an extension of Psychology of Organisations 1. Whilst the unit of analysis in Psychology of Organisations 1 was at the individual level this course focuses on group and organisation phenomena. There are five key topics taught: affect in the workplace; recruitment, work attitudes and exit; teams and organizational level outcomes.

PSYC7102 Learning, Training and Development

This course integrates theoretical and applied issues associated with learning, training, and development in the context of organisational psychology. The course has two primary features: (1) it introduces students to the latest theory and research in learning, memory, and cognition relevant to designing and implementing programs of instruction and behavioural intervention; (2) it entails discussion, analysis, and review of the most important 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

This subject prepares trainee Psychologists with an understanding of contemporary models of careers theory that inform evidence-based practise. Career Choice and Development is the theory and practice of career choice and development, and approaches to career decision making and work adjustment throughout the lifespan. The role of occupational information and psychological assessments, and the impact of work, leisure, and retirement on these areas will be considered. There are three sections to the course: career counselling, coaching and career development in organizations. It complements practical experience provided through the Careers Research and Assessment Services (CRAS), Psychological Assessment I and PEP counselling courses conducted throughout the Master's program.

PSYC7117 Advanced Topics in Organisational Psychology

This subject prepares trainee Psychologists with an understanding of contemporary issues in organisational psychology as they pertain to individual health and well-being. It demands an understanding of the diagnosis of psychological disorders, development of appropriate interventions and evaluation. Four main topics are covered: Ergonomics, health

and well-being in the workplace, rehabilitation and return to work and workforce ageing.

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

PSYC7124 Professional and Ethical Practice (Organisational) 3

PSYC7125 Professional and Ethical Practice (Organisational) 4

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	Peter Berry Consultancy
Apparel Group	PricewaterhouseCoopers
Australian School of Business	Randstadt
Bendelta	Qantas
Chandler Macleod	QBE
Commonwealth Bank of Australia	Reserve Bank of Australia
Deloitte Touché Tohmatsu	Saville Consulting
Directioneering	SHL Australia
Drake International	Sitback
GFK Retail and technology	Talent 2
Grant Thornton	Talgent
Harbour Future Leaders	The Gallup Organisation
Insurance Australia Group	Thomas Reuter
Legal Aid	UNSW Careers and Employment
Macquarie Bank	Veolia Waste
National Australia Bank	Vocational Capacity Centre
Page up People	Westpac
Perpetual	YSC Business Psychologist

In addition to supervised work in organisational settings, students must attend skills workshops and professional practice meetings for 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. Students are expected to report on their placement projects both verbally and in a written report. Feedback is given on presentation skills.

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.

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.

Award of Degree

The degree of MPsychol (Org) will be awarded at one of the following levels, depending on performance: Honours Class 1, Honours Class 2 Division 1, Honours Class 2 Division 2, or Pass.

Prizes

The Australian Psychological Society Sydney Branch of the College of Organisational Psychologists prize is awarded to the best overall graduating student.

The **Stephanie J. Moylan Memorial** prize is awarded for the best performance in the thesis component of the program

The **SHL/PreVisor** prize is awarded to the best performing student in research methods and statistics.

Combining MPsychol (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 course work and professional practice components (12 courses) from the MPsychol (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 are to be found at: <http://www.psy.unsw.edu.au/students/future/pgrad/futurepgresearch.html>

Fees and Charges

Commonwealth supported places (formerly HECS) are available to local students enrolled in the program. Full fees apply to overseas applicants. Full information on fees and charges may be found at:

<https://my.unsw.edu.au/student/fees/FeesMainPage.html>

Admission Requirements

To be eligible for admission, applicants must have completed an Honours degree in psychology from a university recognised by the Australian Psychology Accreditation Council (APAC) and have obtained Honours at the level of either Class 1 or Class 2 Division 1 (Upper Second Class). The degree should include a research thesis as a major component. In recent years, applicants with Honours degrees in psychology from universities in the United Kingdom, Canada, South Africa, Hong Kong, and Scandinavia, as well as Australia, have frequently gained entry to the program.

Selection is firstly based on academic qualifications for the program. If shortlisted, applicants are invited to attend a half-day assessment centre at UNSW in November/December. As the number of places is limited, entry into the program is competitive. Two academic referees' reports are required.

Application Procedure

Applications for Semester 1 are due by 31 October of the previous year. The Organisational Program cannot be started in Semester 2.

The University code for the MPsychol (Org) degree is **8258**.

1. Apply for admission by using the UNSW Apply Online service at <http://www.apply.unsw.edu.au>. Further information including alternative means of application is available from <http://www.unsw.edu.au/futureStudents/postgradCourse/sad/how2apply.html>.
2. Arrange for two referees (either academic or professional) and email their titles, full names and email addresses to the School of Psychology at psychology@unsw.edu.au. The School will then send each referee a link, along with a unique code, to the online Referee's Report submission system. Once referees complete reports online, they are electronically delivered to the School.

The School may approach referees for additional information. Please note that it will not be possible to complete the processing of an application until the two referee's reports have been received.

Overseas Applications

In order for overseas students to be accepted into Master of Psychology coursework programs, students are required to have their qualifications assessed by the Australian Psychological Society (APS) as equivalent to an Australian four year undergraduate program (including Honours). See here for more details: <http://www.psychology.org.au/membership/qualifications/>.

You will require a Bachelor degree equivalent to an Australian first class Honours degree (the highest mark attainable) or a high second class division 1 to be considered for entry.

Summary of Steps for International Applicants

Step 1: Please make an application using the [UNSW Apply Online](http://www.apply.unsw.edu.au) service or complete the postgraduate coursework application form found on <http://www.unsw.edu.au/futureStudents/postgradCourse/sad/how2apply.html> by **31 October**.

Step 2: Arrange for two referees (either academic or professional) and email their titles, full names and email addresses

to the School of Psychology at psychology@unsw.edu.au. The School will then send each referee a link, along with a unique code, to the online Referee's Report submission system. Once referees complete reports online, they are electronically delivered to the School.

Step 3: Get your qualifications assessed by the Australian Psychological Society (APS). This is the body in Australia that assesses overseas qualifications. They will review your qualifications and make a final determination on the equivalence of your academic qualifications.

Step 4: Once you receive positive advice from the APS, you should send it, as well as the Confidential Academic/Professional Referee's Reports, to the Direct Admissions Office (UNSW Sydney NSW 2052 Australia) either following your online application or along with your paper application form. It should be noted that entry into the UNSW Masters Programs is competitive. Acceptance of your qualifications by the APS does not guarantee a place in a course.

Step 5: When all the information about your application has been received we will make our decisions. Orientation sessions will be held in O-Week (the week before the start of Semester I).

If you require further information regarding the above process, please contact the Placement Co-ordinator for the Master of Psychology (Organisational) Program, Mr Winston Horne (w.horne@unsw.edu.au).

Staff Members Taking Part in the MPPsychol (Org) Program

Core Staff

Joanne K Earl, BEd (Psych) Flinders, BA Macq., MPPsychol (App) PhD UNSW (Program Director)

E James Kehoe, BA Lawrence, MA PhD Iowa

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

Karen Whittingham, B.Arts (Macq), M.Mgt (Macq), M.Letters (UNE), PhD (Sydney)

Elizabeth Allworth, PhD UNSW

Paula Saunders, PhD UNSW

Contributing Academic Staff

Melanie Gleitzman, BA PhD UNSW

Amirali Minbashian, PhD UNSW

Tim Bednall, PhD UNSW

Visiting Staff

Stephen Bochner, BA Syd., MA Hawaii, PhD UNSW

Kevin D Bird, BSc PhD UNSW

Doreen Cheong, BA Syd

Ann M Williamson, BSc PhD La Trobe

Honorary Associates and Field Supervisors

Abby Jones	Craig Errey	Jodie Ng	Marija Dumovic
Alan Hudson	David Rosete	Joe Hart	Melissa McColough
Alena Maher	Doreen Cheong	John Austin	Molly Nicholson
Alex Pearson	Echo Fong	Julius Cordell	Nina Dejmanee
Alison Brady	Eleni Andreou	Kate Juniper	Norman Chan
Andrew Howard	Elisa Walther	Kathy de Josselin	Paul Kougiou
Anya Johnson	Elizabeth Allworth	Kellie Rigg	Rebecca McDermott
Belinda Hua	Erin Turner	Kim Pluess	Robert Pryor
Ben Eastment	Fernanda Afonso	Kirsty Bucknell	Sam Hickey
Cassandra Whiteley	Frosso Mathews	Kristen Reilly	Sara Rasmussen
Catherine Bourke	Greg Palmer	Leanne Reardon	Silva Cohen
Catherine Grimsgaard	Hannah Challis	Leia Lewis	Tarryn Donaldson
Chris Carbert	Helena Hong	Lisa Skovron	
Christian Frederiksen	Jasmina Petkoska	Louise Daly	
Colleen Durant	Jessica Wong	Louise Metcalf	

Further Information

Enquiries about any aspect of the MPsychol (Organisational) program may be addressed to:

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Enquiries about any aspect of the combined PhD/MPsychol (Organisational) program may be addressed to:

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The information contained in this brochure is correct as at April 2013. 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.

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