

## **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 39,000 students and a staff of 5,000 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 has been ranked as the top university in Australia for the second successive year in the 2009 Good Universities Guide.

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 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'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 as a fifth-year and sixth-year sequence of study, leading to full membership of the Australian Psychological Society (APS) and to registration as a psychologist in New South Wales. 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.

## 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
- Providing work stress, unemployment and outplacement counselling and support
- Analysing consumer behaviour, customer perceptions and employee attitudes for strategic decision making
- Facilitating organisational change, including adoption of new technologies and work practices
- Enhancing individual and organisational learning, through the development of communication systems that facilitate knowledge development, application and transfer

## 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.

The program can be taken over two years full-time, or spread over four years of part-time study. The minimum period of enrolment before the award of the degree is four semesters for full-time students and six semesters for part-time students. Students intending to complete the work part-time are encouraged to plan their enrolment in consultation with the Program Director.

The table following shows the structure of the program as it applies to full-time students. Part-time students normally take half the full-time program in any one semester. Courses are usually scheduled on Monday and Tuesday (before 6pm) with the rest of the week available to undertake external placements. The final timetable of courses to be offered will be released by the University to students on 21 November for Semester 1 courses and 27 April for Semester 2 courses.

S1 = Semester 1  
S2 = Semester 2

		units of credit	hours/week	
			S1	S2
<b>Stage 1</b>				
PSYC7100	Psychology of Organisations 1	6	2	-
PSYC7102	Learning, Training and Development	6	2	-
PSYC7122	Professional and Ethical Practice (Organisational) 1	6	2	-
PSYC7129	Assessment in Organisations	6	3	-
PSYC7000	Research and Evaluation Methods	6	-	2
PSYC7101	Psychology of Organisations 2	6	-	2
PSYC7115	Career Choice and Development	6	-	2
PSYC7123	Professional and Ethical Practice (Organisational) 2	6	-	2
<b>Stage 2</b>				
PSYC7002	Psychological Assessment 2	6	2	-
PSYC7124	Professional and Ethical Practice (Organisational) 3	6	2	-
PSYC7117	Advanced Topics in Organisational Psychology	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

Some courses will include one-day or half day workshops, normally on a Friday. However, 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 some of their practical work requirements with their regular employment. 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 9,000 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 nonequivalent control group designs, interrupted time series analysis, and structural modelling.

### **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.

### **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 organisational settings and how social structures and procedures 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, developing performance criterion, managing performance, performance appraisal, recruitment and selection.

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

An advanced examination of some topics covered in PSYC7100 Psychology of Organisations 1 with a particular emphasis on understanding the impact of organisational change and of applying sound measurement and research principles to strategic human resource management, organizational culture, leadership and occupational health and stress. Special attention will be given to the application of social psychological principles to the work setting.

### **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**

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.

### **PSYC7117 Advanced Topics in Organisational Psychology**

Advanced treatment of established and emerging areas 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	Insight and Influence
Australian Museum	IPOS Loyalty Australia
Beilby Corporation	Jarrah Consulting
Blackdot Consulting	KPMG
Bright and Associates	Macquarie Bank
Bruce Crowe (Personnel Consultant)	McKinsey and Company
Chandler Macleod	Manpower
Changedrivers	Martha Knox and Associates
Citipsych	Mercer HR Consulting
Commonwealth Bank of Australia	PageUp People
CompAssess	Personnel Decisions International
Congruence	Performance Technologies Group Pty Ltd
Corporate Focus	PreVisor
Dalby Payne Consulting	PricewaterhouseCoopers
Davidson Trahaire CORPsych	Psychological Assessments Australia
DDI Asia Pacific	Qantas
Defence Science & Technology Organisation	Quealey, Dr Patricia
Deutsche Bank	RailCorp
Directioneering	Reserve Bank of Australia
Ernst and Young	SHL Australia
Elica Consulting	St James Ethics Centre
Environmetrics	St George Bank
Eureka Strategic Research	Sweeney Research
Freehills	The Gallup Organisation
Harbour Future Leaders	Tranfield Services
Hay Group	UNSW Careers and Employment
Hewitt	UNSW Human Resources
Hudson Human Resource Consulting	Vocational Capacity Centre
IBM	Westpac
Insurance Australia Group	YSC Business Psychologists
Injury Risk Management Centre	

**Organisational Psychology Consulting and Testing:** Many of the staff associated with the program are active consultants to industry and government. From time to time there may be opportunities for students to undertake supervised organisational work on some of these projects.

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.

**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 **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/futurepgradresearch.html>

## Fees and Charges

Commonwealth supported places (formerly HECS) are available to students in the program. 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 NSW Psychologists Registration Board 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 based on academic qualifications for the program. 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 1 November 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

[www.apply.unsw.edu.au](http://www.apply.unsw.edu.au)

Further information including alternative means of application are available at <http://www.unsw.edu.au/futureStudents/postgradCourse/sad/how2apply.html>

2. Arrange for two referees (either academic or professional) to complete and return to the School of Psychology an **Academic/Professional Referee's Report** form. This form is available as a PDF File from [http://www.psy.unsw.edu.au/students/current/files/PG\\_RefereesReport.pdf](http://www.psy.unsw.edu.au/students/current/files/PG_RefereesReport.pdf)

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

International applicants should refer to the current **UNSW Science International Student Postgraduate Prospectus** booklet, which provides much useful background material about the University and about living in Sydney, as well as other details relevant to postgraduate study such as English language requirements, tuition fees, and application procedures. This booklet can also be obtained from the International Office of the University.

Detailed information may also be found at <http://www.international.unsw.edu.au> (click on Future Students)

## Continuing Education

Persons who meet the admission requirements for the MPsychol (Org) program, may enrol in single courses as a non-award (voluntary) student, subject to the availability of places. If subsequently these students are accepted into and enrol formally in the Master's program, credit may be given for courses successfully completed under this provision. Enrolment as a non-award student requires the permission of the Head of School.

Not all courses are available to non-award students.

Information on applying can be found at:

<http://www.unsw.edu.au/futureStudents/nonAward/sad/nonaward.html>

## Staff members taking part in the MPsychol(Org) program

### Core Staff

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

**Joanne K Earl**, BEd (Psych) Flinders, BA Macq., MPsychol(App) PhD UNSW

**Michael K. Young**, BA Macq., MPsychol(Clin) PhD UNSW

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

### Contributing Academic Staff

**Melanie Gleitzman**, BA PhD UNSW

**Julie D Henry**, MA PhD Aberdeen

**Richard I Kemp**, BSc Durham, PhD London

**Benjamin Newell**, BSc Nott., 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

Fatima Abbas  
Fernanda Afonso  
Priya Ahuja  
Elizabeth Allworth  
Briony Bennett  
Cate Borness  
Catherine Bourke  
Eva Chan  
Alison Brady  
Kate Bravery  
James Breeze  
Jim Bright  
Fiona Brown  
Kristy Bucknell  
Kylie Campbell  
Chris Carbert  
Hannah Challis  
Norman Chan  
Rachael Clements  
Silvia Cohen  
Bruce Crowe  
Louise Daly  
Kathy de Josselin  
Nina Dejmanee  
Phil Drake-Brockman  
Mark Ellwood  
Craig Errey  
Peter Fairbrother  
Cameron Francis  
Kelly Gaeta  
David Glen  
Ray Glennon  
Liz Grime  
Rob Hall  
Kylie Harrison  
Anat Hassner  
Chloe Hawcroft

David Heap  
Samantha Hickey  
Wally Howe  
Alan Hudson  
Kate Juniper  
Martha Knox  
Stephen Kohl  
Paul Kougiouss  
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Kirsty Levin  
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Patricia Quealey  
Sara Rasmussen  
Nick Reynolds  
Rebekah Rawlings  
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Emma-Kate Swann  
Tina Theoharis  
Elisa Walther  
Keith Warren  
Sharon Wilkenfeld  
Jon Williams  
John Zammit

## 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 September, 2008. 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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