

PSY201 Organisational Psychology

Level: 2

Credit Units: 5 Credit Units

Language: ENGLISH

Presentation Pattern: EVERY JULY

Synopsis:

Industrial and organisational (I/O) psychology is the scientific study of human cognition, motivation, emotion, behaviour, and social interaction in work contexts. PSY201 Organisational Psychology focuses on applying evidence-informed methods to mitigate practical problems in organisations and generate new knowledge that aims to help improve working conditions in organisations towards organisational efficiency and effectiveness. A broad range of topics are covered in this course – from research approaches in I/O Psychology, motivation, selection recruitment, leadership, job fit, satisfaction to employees' mental health issues. Understanding group dynamics, norms and development are covered. By the end of this course, students would have a broad understanding of what I/O Psychology is and how research is a key factor underpinning the field. The course will explore the different theoretical perspectives in I/O Psychology and how to apply their learning to address issues and challenges in the workplace.

Topics:

- What is Organisational Psychology?
- Research Methods of I/O Psychology
- Job Analysis
- Employee Recruitment
- Assessing and Selecting Employees
- Evaluating Employee Performance
- Motivation
- Leadership
- Job Satisfaction
- Worker Stress
- Group Processes
- Organisational Development

Textbooks:

Psychology applied to work: An introduction to industrial and organizational psychology 13th Howes, S. S & Muchinsky, P. M. Hypergraphic Press
ISBN-13: 9780974934563

PSY201 Study Guide Jul15/Jan16 (UDC - SUSS) SUSS
ISBN-13: SG-1121

Learning Outcome:

- Discuss key theories/models/findings in organisational psychology.
- Compare different ways of conducting research in organisational psychology.
- Examine key trends/issues/challenges faced by companies and I/O psychologists.
- Illustrate different approaches to recruit/select/appraise employees.
- Explain how to motivate and lead employees to be productive and satisfied with their work.
- Show different strategies for employees to cope with stress and engage in positive work attitudes/behaviours (vs negative work attitudes/behaviours).

Assessment Strategies - Regular Semester (Evening Class):

Components	Description	Weightage Allocation (%)
Overall Continuous Assessment	GROUP BASED ASSIGNMENT 1	20
	TUTOR-MARKED ASSIGNMENT 1	20
Overall Examinable Components	ECA	60
Total		100

*The information listed is subject to review and change.