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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 37,000 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 ranked in the top band of Australian universities by the Australian Government's Committee for Quality Assurance in Higher Education particularly in quality of research, teaching and community service activities.

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.

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## 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 technical workshop and laboratories in all areas of experimental psychology. The School also has strong links with professional practitioners in the areas of clinical, 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 \$1.5 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.

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## 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.

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## 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. At the operational level, graduates are able to perform tasks including:

- Analysing components of jobs and tasks
- Designing and validating selection procedures
- Conducting psychological assessments of skills, abilities, 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
- Evaluating rehabilitation and occupational health programs
- Providing career development services
- Providing work stress, unemployment and outplacement counselling and support

At the strategic level, graduates are able to contribute to organisational performance through:

- Identifying training requirements to meet current and projected organisational needs
- Aligning recruitment and selection procedures to existing and emergent organisational strategy
- Generating knowledge regarding consumer behaviour, customer perceptions and employee attitudes for strategic decision making, through the implementation of valid applied research methodologies
- Facilitating organisational change, including adoption of new technologies and work practices, through the design and implementation of organisational development programs
- Enhancing individual and organisational learning, through the development of communication systems that facilitate knowledge development, application and transfer

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## Program Structure

The University year extends from the Monday nearest 1 March to early December, and is divided into two fourteen-week sessions. There is a recess of six weeks between the two sessions and short recesses within each of the sessions.

The program can be taken over two years full-time, or spread over four years of part-time study. The minimum period of registration before the award of the degree is four sessions for full-time students and six sessions for part-time students.

Students with advanced standing may have the minimum period reduced by up to one-half of the program (ie a reduction of one session if a student has completed a PhD in an approved area of Psychology and one session if a student has completed parts of the coursework program). Students intending to complete the work part-time are encouraged to plan their enrolment in consultation with a member of the organisational staff.

The tables following show 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 session.

S1 = Session 1  
S2 = Session 2

	units of credit	hours/week S1	S2
<b>Stage 1</b>			
PSYC7000 Research and Evaluation Methods	6	-	2
PSYC7001 Psychological Assessment 1	6	3	-
PSYC7100 Psychology of Organisations 1	6	2	-
PSYC7101 Psychology of Organisations 2	6	-	2
PSYC7102 Psychological Principles of Training	6	-	2
PSYC7115 Career Choice and Development	6	2	-
PSYC7122 Professional and Ethical Practice (Organisational) 1	6		
PSYC7123 Professional and Ethical Practice (Organisational) 2	6		
<b>Stage 2</b>			
PSYC7002 Psychological Assessment 2	6	2	-
PSYC7117 Advanced Topics in Organisational Psychology	6	-	2
PSYC7124 Professional and Ethical Practice (Organisational) 3	6		
PSYC7125 Professional and Ethical Practice (Organisational) 4	6		
PSYC7126 Research Thesis (Organisational) 1	12		
PSYC7127 Research Thesis (Organisational) 2	12		

**Note:** In special cases courses from other graduate programs, including the Master of Business Administration, the Master of Commerce (Industrial Relations and Organisational Behaviour) and the Master of Safety Science, may be substituted in the program with the permission of the School concerned and the Head of the School of Psychology.

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## Student Attendance

Several lectures and seminars take place in the late afternoon, usually after 3pm. Some courses will include one-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 program is taught by a core group of four academics with expertise in organisational psychology. Prof Jim Kehoe and Dr Jim Bright have responsibility for the day-to-day running of the program.

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 speciality, which has the important effect of bringing the world of the workplace into the 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.

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## Tentative Timetable 2003

### Stage 1 (Year 1 for full-time students)

#### Session 1

Monday	Tuesday
<b>2-4pm</b> PSYC7115 Career Choice and Development	<b>2-4pm</b> PSYC7100 Psychology of Organisations 1
<b>4-7pm</b> PSYC7001 Psychological Assessment 1	<b>4-6pm</b> PSYC7122 Professional and Ethical Practice (Organisational) 1

#### Session 2

Monday	Tuesday
<b>2-4pm</b> PSYC7000 Research and Evaluation Methods	<b>2-4pm</b> PSYC7101 Psychology of Organisations 2
<b>4-6pm</b> PSYC7102 Psychological Principles of Training	<b>4-6pm</b> PSYC7123 Professional and Ethical Practice (Organisational) 2

### Stage 2 (Year 2 for full-time students)

#### Session 1

	Tuesday
	<b>12-2pm</b> PSYC7002 Psychological Assessment 2
	<b>4-6pm</b> PSYC7124 Professional and Ethical Practice (Organisational) 3

#### Session 2

	Tuesday
	<b>12-2pm</b> PSYC7117 Advanced Topics in Organisational Psychology
	<b>4-6pm</b> PSYC7125 Professional and Ethical Practice (Organisational) 4

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## 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 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 encourages and can arrange placements which will help the student to gain experience in a variety of settings. Such placements will not normally involve payment. Students will be encouraged to carry out a placement in the School's Careers Research and Assessment Service. 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.

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## 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.

### PSYC7001 Psychological Assessment 1

A theoretical basis, background information and development of practical skills in methods of assessment typically used in clinical, forensic, and organisational psychology. Topics will include: the assessment of intelligence in adults and children, assessment of adult abilities, vocational interests, and personality, use of behavioural/structured interviewing, computerised test administration and expert scoring systems, assessment centres, special purpose testing, preparation of assessment reports, the provision of feedback to clients and subjects, and ethical, legal and professional issues. Emphasis will be on the development of practical skills in the administration, scoring and interpretation of standardised psychological instruments.

### PSYC7002 Psychological Assessment 2

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 will be placed on the particular contribution which psychologists can make to areas such as job analysis and design, selection, and performance appraisal, interpersonal and intergroup relations, social influence, leadership style, job enrichment, and communication patterns.

**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 selection, job evaluation, work motivation, and occupational health and stress. Special attention will be given to the application of social psychological principles to the work setting.

**PSYC7102 Psychological Principles of Training**

Relevant principles from learning theory and cognitive psychology will be applied to training and retraining in industry, with particular emphasis on training problems associated with the introduction of new technology. Approaches to training which foster adaptability and transfer will be emphasised, and the important role of automaticity and attitudes in training will be examined. Methods of developing work related cognitive, motor and social skills, such as fault detection, problem solving, and the use of computerised packages will be covered. Research on the effectiveness of different methods of training will be examined.

**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 information and psychological tests, and the impact of work, leisure, retirement and unemployment on these areas will be considered. The specific problems of minority groups in these areas will be highlighted.

**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 past or are prepared to provide placements in the future are:

<i>ACER</i>	<i>McKenzie Carrick Pty Ltd</i>
<i>Allan Hudson and Associates Pty Ltd</i>	<i>Minter Research</i>
<i>Allworth, Juniper Psychologists</i>	<i>NRMA</i>
<i>Assessment Edge</i>	<i>NSW Police Service</i>
<i>Australian Army</i>	<i>National Occupational Health and Safety Commission</i>
<i>Australian Museum</i>	<i>National Safety Council of Australia</i>
<i>Australian Securities and Investments Commission</i>	<i>News Interactive</i>
<i>BizEd Services</i>	<i>NSW Bureau of Crime Statistics and Research</i>
<i>Bruce Crowe (Personnel Consultant)</i>	<i>NSW Department of Public Works and Services</i>
<i>Chandler &amp; Macleod Consultants Pty Ltd</i>	<i>Occupational Services</i>
<i>Change Dimensions</i>	<i>Performance Technologies Group Pty Ltd</i>
<i>Chappel Dean</i>	<i>Premiers Department of NSW</i>
<i>Christie Consulting</i>	<i>PricewaterhouseCoopers</i>
<i>Commonwealth Bank of Australia</i>	<i>Proctor and Gamble Australia Pty Ltd</i>
<i>Congruence</i>	<i>Psychologia</i>
<i>Corporate Focus Management Consultants</i>	<i>Psychological Assessments Australia</i>
<i>CORPsych</i>	<i>Psychological Technologies Pty Ltd</i>
<i>Coyne Didsbury - TDI</i>	<i>Qantas Airways</i>
<i>Crossroads Consulting</i>	<i>Quealey, Dr Patricia</i>
<i>Dalby Payne Consulting</i>	<i>Randwick City Council</i>
<i>Davidson Trahaire</i>	<i>Research Forum</i>
<i>DDI Asia Pacific</i>	<i>Reserve Bank of Australia</i>
<i>Defence Force Psychology Section</i>	<i>Roads &amp; Traffic Authority, NSW</i>
<i>Deloitte Touche Tohmatsu</i>	<i>Saville &amp; Holdsworth Australia Pty Ltd</i>
<i>Empower Group</i>	<i>Strada Recruitment</i>
<i>Environmetrics</i>	<i>Sydney Opera House</i>
<i>Eureka Strategic Research</i>	<i>TMP Worldwide</i>
<i>Hallis Consultants</i>	<i>The Gallup Organisation</i>
<i>Harbour Consulting</i>	<i>The Psychological Corporation</i>
<i>Hay Group</i>	<i>UNSW Careers and Employment</i>
<i>Health Roundtable</i>	<i>UNSW Human Resources</i>
<i>Human Resources Consulting</i>	<i>UNSW Educational Testing</i>
<i>Industrial Psychology Consultants</i>	<i>UNSW Faculty of Science (Imaging Unit)</i>
<i>Injury Risk Management Centre</i>	<i>Warringah Council</i>
<i>Insight Management Consulting</i>	<i>Waverley Council</i>
<i>International Business Design Corporation</i>	<i>Westpac</i>
<i>Kimberly-Clark Australia</i>	<i>William M Mercer, Cullen, Egan, Dell Ltd</i>
<i>Lind International</i>	
<i>McCallum &amp; Associates</i>	

**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 a vocational testing and counselling service is offered to UNSW students, where Masters students can develop key skills in this area.

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.

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## **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.

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## **Prize**

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

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## **Combining MPsychol(Org) with a PhD**

A combined Doctor of Philosophy/Master of Psychology (Organisational) degree program is available over four full-time years. Full details are to be found in the School's *PhD and MSc, Combined PhD/MPsychol* booklet.

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## **HECS, Fees and Charges**

The Organisational degree is a tuition-fee program. Fees are reviewed annually and may increase. A complete schedule of postgraduate tuition fees is published in December each year and is available from NewSouth Q (Student Enquiries).

However in 2003 UNSW will make available to local students (Australian citizens, Australian permanent residents and New Zealand citizens) who meet one of several criteria (the main one being having an annual taxable income below a certain level as assessed by the Australian Taxation office. In 2002 this amount was \$55,000) UNSW HECS Awards that will enable them to substitute a HECS liability for tuition fees. There is no quota on the number of awards that are available for a program. Awards are available for full or part-time study. Students who receive an award will retain it for the duration of the program subject to continuing to meet the criteria.

Further information about UNSW HECS Awards is available from the NewSouth Q (telephone: (02) 9385 3093/3094/3095). Full details about HECS can be obtained from the Department of Employment, Education, Training and Youth Affairs (telephone: 1800 020 108).

In addition, compulsory Student Activity Fees must be paid (for both tuition fee and HECS students). These are approximately \$230 (including GST) per session for a full-time student.

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## **Admission Requirements**

To be eligible for direct admission applicants must hold a good Honours degree in Psychology (a minimum Honours Class 2 Division 1 degree from the University of New South Wales or a qualification considered equivalent is normally required).

Selection is based on academic qualifications for the program. As the number of places is limited, entry into the program is competitive. Two referees reports (either academic or professional) are required. An information session will be held for local students who are shortlisted.

Applicants who do not satisfy these entrance requirements may in exceptional circumstances be admitted, depending upon their knowledge, experience, occupation and the nature of their undergraduate training. Students applying under these provisions will usually be required to complete a qualifying program before they are admitted. The qualifying program may be a Graduate Diploma (International Students) or a Bachelor of Science Honours degree (Local Students). Both programs are offered over one-year full-time.

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## Application Procedure

Applications for Session 1 (February/March entry) close on 1 November of the previous year. The Organisational Program cannot be started in Session 2.

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

1. Complete the yellow [Application for Admission](#) form and either mail it to

Direct Admissions Office  
The University of New South Wales  
UNSW SYDNEY NSW 2052  
Australia

or lodge it in person to

NewSouth Q  
Lower Ground Floor  
Chancellery Building  
Gate 9 High Street  
Kensington NSW

2. Arrange for two referees (either academic or professional) to complete an [Academic/Professional Referee's Report](#) form and for each person to return it to

Head of School  
School of Psychology  
The University of New South Wales  
UNSW Sydney NSW 2052  
Australia

(Alternatively the form can be faxed, marked Confidential, to the Head of School on (02) 9385 1193.)

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

The application form to be used by international applicants is found in the **2003 Science Graduate Study Opportunities for International Students** 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 and tuition fees. This booklet can also be obtained from the International Office of the University.

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## Continuing Education

Persons with the necessary entrance qualifications 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 and an application form may be obtained from the School or NewSouth Q (Student Enquiries) of the University from 1 November.

Not all courses are available to non-award students.

Information on applying can be found at [www.studyat.unsw.edu.au/#forms](http://www.studyat.unsw.edu.au/#forms).



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

### Academic Staff

**E James Kehoe** (Program Director), BA *Lawrence*, MA PhD *Iowa*  
**James EH Bright** (Program Co-ordinator), BA PhD *Nottingham*  
**Melanie Gleitzman**, BA PhD *UNSW*  
**Jane Goodman-Delahunty**, BA MA *Witwatersrand*, JD *Seattle*, PhD *Washington*  
**Gail F Huon**, BSc PhD *UNSW*  
**Richard I Kemp**, BSc *Durham*, PhD *London*  
**Skye McDonald**, BSc *Monash*, MSc *Melb.*, PhD *Macq.*  
**Andrew J. Pirola-Merlo**, BSc PhD *Melb*  
**Courtney von Hippel**, BA PhD *Ohio State*

### Visiting Staff

**Austin S Adams**, BA *Adel.*, MA PhD *Mich.*  
**Stephen Bochner**, BA *Syd.*, MA *Hawaii*, PhD *UNSW*  
**Kevin D Bird**, BSc PhD *UNSW*  
**Rob Hall**, BA PhD *Macq.*  
**Robert GL Pryor**, BA *Syd.*, PhD *UNSW*  
**Ann M Williamson**, BSc PhD *La Trobe*

### Organisational Psychologist

**Winston R Horne**, BA, MA *N.Z.*

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### Honorary Associates

Cheryl Adams	Sonia Hlavacek
Fernanda Afonso	Wally Howe
Dr Elizabeth Allworth	Alan Hudson
Tonie Amos	Susanna Ianni
Catherine Balaam	Kate Juniper
Katelan Barrass	Heikki Karjalainen
Dr Adrienne Bennett	Lynda Kelly
Sharon Bent	Tonia Lee
Helen Blesing	Bronwyn Lind
Cathrine Bourke	Dianne Lissner
Grant Brecht	Bruce Marshall
Fiona Brown	Melissa McColough
Chris Carbert	Gina McCredie
Louise Carmichael	Robert McMorrow
Gil Christie	Geoff Minter
Hannah Challis	Bridget Morrow
Kevin Chandler	Dominic Ng
Dr Elizabeth Coombs	Jenni Nolan
Dr Christine Coumarelos	Geoff Payne
Bruce Crowe	Dr Fadil Pedic
Fiona Davies	Sue Pedri
Kathy de Josselin	Dr Anita Pugliese
David Dean	Dr Patricia Quealey
Phil Drake-Brookman	Major Katherine Quinn
Graham Edkins	Norman Rees
Michael Edwardson	Scott Rufhus
Craig Errey	Kylie Sandland
Peter Fairbrother	Marie Schuman
Frances Feenstra	Michael Sprowls
Dr Anne-Marie Feyer	Sue Thomas
Paul Flanagan	Ian Trevallion
Cameron Frances	Stephen Walton
Dean Harrison	Keith Warren
Chloe Hawcroft	Linda Yeomans



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## Further Information

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

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School of Psychology  
The University of New South Wales  
UNSW Sydney NSW 2052  
Australia

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Email: [j.kehoe@unsw.edu.au](mailto:j.kehoe@unsw.edu.au)

or

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