

MACQUARIE
UNIVERSITY



FACULTY OF
HUMAN SCIENCES

DEPARTMENT OF PSYCHOLOGY

PSY338

Organisational Psychology

Unit Outline

Semester 1, 2011

Year and Semester: 2011, Semester 1

Unit convenor: Dr Ben Searle

Prerequisites: PSY104, PSY105; other (depends on program)

Students in this unit should read this unit outline carefully at the start of semester. It contains important information about the unit. If anything in it is unclear, please consult one of the teaching staff in the unit.

ABOUT THIS UNIT

- The unit introduces students to psychological perspectives of the world of work, including both individual and organisational aspects. We will cover such topics as personnel selection, motivation, satisfaction, stress, and organisational climate. Students will discover some of the ways organisational psychologists have used the science of psychology to learn more about the human condition and to assist in the effective management of businesses.
- This unit will provide a valuable background for the application of scientific principles and findings to workplace policies and practices that involve people. Theoretically, the unit aims to ensure that students are familiar with selections from the body of knowledge in industrial and organisational psychology, and relevant aspects of applied social and cognitive psychology. Practically, through tutorial exercises and discussions, the course will ensure that students gain an appreciation of job analysis, recruiting and selecting employees, negotiation and conflict resolution, and other psychological issues in the workplace. Unit description and credit points (unit description to be consistent with description in handbook)
- There are no significant changes from the manner in which this unit was delivered and assessed in 2010.

It is University policy that the University issued email account will be used for official University communication. All students are required to access their University account frequently.

TEACHING STAFF

- Convenor: Dr Ben Searle (C3A525, ph: 9850 8066, em: ben.searle@psy.mq.edu.au),
Consultation hours: Mondays 3-4pm, Tuesdays 2-4pm; appointment recommended
- Guest lecturers: Dr Allan Bull; A/Prof Julie Fitness; Dr Barbara Griffin; A/Prof Mark Wiggins; and Dr Elizabeth Allworth (practitioner)
- Tutors:
Andrew Attard; Jamie Auton; Jessica Carbert; Karina Mak; Michelle de Vries Robbé
Your tutor's name and email address: _____

CLASSES

- This unit is taught via 2 x 1 hour lectures per week (starting from Week 1, recorded to iLecture) as well as 1 x 1 hour tutorial per week (starting from Week 2).
- Lectures are held at the following times and locations: Monday 2-3pm in Y3A T1
Tuesday 12-1pm in W5A T1
- The timetable for tutorial classes can be found on the University web site at: <http://www.timetables.mq.edu.au/>
- Learning objectives and assessment activities are based on the expectation that students will attend all tutorial classes.
- Students who are absent because of medical or other extenuating circumstances can submit an Application for Special Consideration form (and Professional Authority if reason is medical, clearly stating the reasons for the absence). The form is available outside the Psychology office or can be downloaded from www.reg.mq.edu.au/Forms This form should be submitted to the Student Enquiry Services with a copy to Psychology Office in C3A334 as soon as possible.

Managing Classes: Changes to all units can be done on-line via eStudent. After week 2, no further changes will be entertained unless supporting documentation is provided.

REQUIRED AND RECOMMENDED TEXTS AND/OR MATERIALS

- Prescribed text(s):
O'Driscoll, M., Taylor, P., & Kalliath, T. (2003). *Organisational Psychology in Australia and New Zealand*. Melbourne: Oxford University Press.
- Recommended texts:
Cooper, C. L., & Locke, E. A. (Eds) (2000). *Industrial and Organizational Psychology: Linking Theory with Practice*. Oxford: Blackwell. **HF5548.8. I5233 2000**
Muchinsky, P. M. (2003). *Psychology Applied to Work: An Introduction to Industrial and Organisational Psychology*. Belmont, CA: Wadsworth. **HF5548.8. M756 2003**
Warr, P. (Ed.) (2002). *Psychology at Work*. London: Penguin. **HF5548.8. P74 2002**

UNIT WEB PAGE

- The unit's WebCT site can be accessed via <http://learn.mq.edu.au>
Students should visit the site regularly for unit announcements and materials.

LEARNING OUTCOMES

The learning outcomes of this unit are outlined below. Students should acquire the following knowledge and skills through active participation in the recommended course of study for this unit (i.e. attending lectures and tutorial classes, reading textbook chapters, adherence to guidelines for assignments and exams etc).

Knowledge outcomes: Understanding of such factors as...

- the role and impact of organisational psychology on modern business
- the benefits of efficient conduct of such practices as job analysis, employee assessment, and performance measurement
- psychological variables and measurement issues in personnel selection
- psychological issues in workplace training
- the role and impact of attitudes, motivation and stress at work
- the psychological factors underlying social phenomena in organisations, such as power, psychological contracts, and uncivil behaviour

Specific skill outcomes: Capacity to undertake such activities as...

- analyse a job or work role
- conduct a personnel selection interview
- identify sources of stress in a workplace
- find and understand up to date research about psychological and behavioural issues in the workplace
- write a report on psychological and behavioural issues in the workplace

Graduate Capabilities Developed

The graduate capabilities of this unit are

1. *Discipline Specific Knowledge and Skills:* Knowledge of psychological theories and methods as applied in organisations. Development of some basic skills in writing interview questions, analysing jobs, evaluating potential sources of stress in a workplace.
2. *Critical, Analytical & Integrative Thinking:* Reviewing and critically analysing scientific publications from the psychology and management literature, and integrating findings from previous research, as part of the major assignment.
3. *Problem Solving & Research Capability:* Considering the practical implications of research findings for solving problems in organisations. Collecting data through a survey exercise, and interpreting the findings in relation to published research, as part of preparing a research report.
4. *Creative and Innovative:* Students are encouraged to choose from a range of different research variables to identify issues that are of most interest and importance to them, and then to develop unique hypotheses about relations between these variables for testing as part of the major assignment.

5. *Effective Communication*: Students must communicate with the general public as part of the survey exercise. Students must be able to express their knowledge clearly, and articulate not only research findings but the importance of those findings, as part of the major assignment. Students also provide written answers to two questions in the final examination to demonstrate how well they can communicate their understanding not only of unit content but of how that content applies to practical problems.
6. *Engaged and Ethical Local and Global citizens*: The unit content covers issues of ethics and fairness in organisations, along with stress and felt unfairness associated with workplace incivility, injustice, and poor workplace practices. Students have the potential to explore such issues further as part of the main assignment.
7. *Socially and Environmentally Active and Responsible*: Unit content covers the benefits to organisations of acting in socially responsible ways towards employees.
8. *Capable of Professional and Personal Judgement and Initiative*: Ethical and professional issues in the practice of organizational psychology are covered through the lecture and tutorial program, and issues of initiative-taking are a key focus.
9. *Commitment to Continuous Learning*: In providing advice and support on the major assignment, we demonstrate how important professional and research journals can be in identifying new knowledge that has practical implications. We provide advice to students on postgraduate study options in this field.

TEACHING AND LEARNING STRATEGY

Classes

This unit involves two lectures, the second of which is NOT a repeat. Lectures explain key points and provide concrete examples linking theory to practice. Students are expected to read relevant chapters of the textbook before attending lectures and tutorials on the associated topics; students are encouraged to ask and answer questions during lectures to facilitate learning. Those who do so will get much more out of these classes, and are more likely to remember and understand the content. While examination questions will not be drawn directly from the text or recommended readings, these will complement learning acquired from lectures and tutorials.

At the weekly tutorial, students will discuss topics, ask questions, and participate in learning activities designed to facilitate understanding and skill development. Students are expected to attend tutorials each week (attendance will be recorded) and assessment activities are based on this expectation. Students are expected to prepare for each tutorial by visiting the PSY338 website to read any tutorial materials prior to their class.

The lecture and tutorial schedule is displayed on the last page of the outline.

Other reading

In addition to reading appropriate sections from the textbook, students are encouraged to read articles published in high-quality journals in the field of organisational psychology to provide the information required for the major assignment, as well as furthering their understanding of this field. High quality journals include the *Journal of Applied Psychology*, the *Academy of Management Journal*, and *Personnel Psychology*.

Assessment activities and feedback opportunities

Student performance will be evaluated on the basis of three non-zero weighted formal assessment tasks: a survey exercise, a research report, and a final examination. However, there will be two online examinations that have a weighting of zero: a mid-semester examination and a practice final examination. There will also be opportunities for peer assessment during structured activities (discussions, group tasks etc) in tutorials.

In addition to formal assessment activities, students have a variety of opportunities to obtain informal feedback about their comprehension of the content of this unit. These include, but are not limited to, asking and answering questions in lectures and tutorials, participating in discussions in tutorials and online, and interacting with other students. There are also assessment activities which carry no assessment weighting (i.e. zero marks); these allow students to obtain feedback on their performance in a “low risk” manner.

Description	Feedback	Assessment	Date	Weight
Lectures	Limited	None	Every Mon & Tue	0%
Tutorials	Yes	Informal*	Mon, Tue, or Wed	0%
Mid-semester exam	Yes	Formal**	March 29	0%
Survey Exercise	Limited	Formal	April 06	4%
Research Report	Yes	Formal	10am May 13	40%
Practice final exam	Yes	Self	Early June	0%
Final exam	Limited	Formal	University exam period	56%

* Tutorial discussions, Q&A sessions and group activities give students the opportunity to peer-assess. Students are expected to attend.

** Completion of the mid-semester exam is a formal requirement of unit, even though no marks are awarded. Failure to complete the exam may have serious consequences.

RELATIONSHIP BETWEEN ASSESSMENT AND LEARNING OUTCOMES

This unit formally assesses students in several ways. Multiple-choice examinations test recall, recognition and comprehension; different types of question do this in different ways, and the online exam can test several different forms of knowledge. However, it will provide only limited insight into breadth of knowledge, understanding of practical implications or integration of different sources and topic areas. Written response questions in the final examination will test this knowledge more effectively. The research report will go further, testing how well you can demonstrate your capability not only to use specific organisational psychology knowledge but to extend that knowledge. Communication skills will also be assessed by the research report, by your written responses in the final exam, and by your capability to administer the survey on which the report is based. Each of the assessments will be outlined in detail.

Assessment activity I:	Mid-semester exam
Percentage weighting:	0% (but <u>mandatory</u>)
Examination date:	March 29 (any time)

Description: There will be a 30 minute multiple-choice examination available via the PSY338 website. Students can sit the exam at any time from 00:01am until 23:59pm on the examination date. This exam is designed to test your understanding of topics covered up to but not including the day of the exam, in order to provide feedback on your understanding of unit content. Knowledge of the unit outline may also be assessed.

Feedback will be made available on March 30 in the form of a lecture commenting on common errors and misunderstandings, in addition to personal question-by-question feedback being available on the unit website. Students will therefore have feedback on their learning of unit content prior to the HECS census date of March 31.

This exam has a **zero weighting** (no marks awarded) in order to address these issues:

- (a) The pressure to perform well in examinations can create, in some students, sufficient stress to undermine performance and thus give a poor indication of the student's capability in the subject area. Reducing the weighting to zero ensures that performing poorly in the exam has informational value only; it does not preclude successful achievement at the unit.
- (b) Attendance at mid-semester examinations can be challenging for students with other commitments, and can cause problems in the event of accident or misadventure.
- (c) Concerns exist about the effective prevention of academic misconduct (cheating) in assessment activities where appropriate examination space and invigilation is not available.

Reducing the weighting to of this examination to zero allows us to be flexible in the administration of these examinations while handling the problems of stress and academic misconduct. In short, you can do the exam whenever and wherever suits you on the set date, and there is no advantage to be gained from cheating.

The mid-semester exam is mandatory. It is a university policy that all students have an early opportunity to receive feedback on their comprehension of unit content. It is expected that every PSY338 student will complete the exam during the set period.

Students who are unable to sit the mid-semester exam at the specified time must advise the Psychology Office via email and must also submit an Application for Special Consideration form (and Professional Authority if reason is medical, clearly stating the reasons for the absence from the exam). The form is available outside the Psychology office or can be downloaded from <http://www.reg.mq.edu.au/Forms/APScons.pdf> This should be submitted to the Student Enquiry Services as soon as possible with a copy to Psychology Office in C3A334. The unit chair(s) will determine eligibility for a late mid-semester exam and eligible students will be notified about the time and location of the exam. There will be only one alternative time.

Assessment activity II: Survey exercise

Percentage weighting: 4%

Due date: 11:59pm April 06

Description: This exercise will give you experience in using surveys to advance psychology knowledge in a way that also has practical workplace applications. Your task is to invite four working adults to participate in an online survey on a topic relevant to organisational psychology. The assessment component of this activity only requires that four individuals commence the survey and enter your name to verify that you requested their participation; if these people subsequently fail to complete the survey you will not be penalised.

Feedback: From late March, students can consult reports on the unit website that indicate whether any of their recruits have commenced the survey. During the semester break a report will be posted listing final marks associated with the survey exercise.

The survey data will be collated and results will be made available to you for use in your research report (see below). Several aspects of the survey findings will be discussed as part of the first lecture after the break. Specific details about the survey exercise will be provided online and in lectures.

Assessment activity III: Research report

Percentage weighting: 40%

Due date: 10am May 13

Description: Students will write a 1500 word research report based on the survey conducted early in the semester. While the results of the survey may not be available until after the mid-semester break, students **can and should** begin working on this project early in semester to ensure they do not need to do a rush job in order to complete in time.

This exercise allows students to demonstrate their skills in communication and critical analysis, their capability for evidence-based argument, and their knowledge of relevant concepts and issues in organisational psychology. Students will need to read articles published in reputable journals in order to better understand and explain conceptual issues and to help them interpret research findings in the context of prior discoveries.

Standards: Specific report details will be provided online via the PSY338 website no later than Week 2 of semester, and will be explained in a lecture given by the unit convenor. The assessment ‘standards’ (criteria) upon which reports will be evaluated are:

- A **Title** must provide a clear description of key aspects of report (up to 2 marks);
- The **Introduction** section must introduce the research topic (up to 3 marks), describe and explain constructs and theories that justify the hypotheses (up to 9 marks), and clearly express the aims and hypotheses (up to 4 marks);
- The **Results** section must clearly and accurately describe those study findings that test hypotheses (up to 4 marks);
- The **Discussion** section should provide a sensible, insightful interpretation of findings (up to 8 marks) and describe the study strengths, limitations, and implications for future research (up to 4 marks); and
- **Overall** the report should display high quality style, structure and clarity of expression (up to 3 marks) and where possible display critical thinking, innovation, and insight (up to 3 marks).

Penalties: Students should also be aware that, separate from the marking criteria (where markers compare your work to standards to see how many marks they can award you), penalties may also be applied. There is an expectation that students will write reports professionally, with appropriate spelling and grammar, following APA formatting standards, using references appropriately. We expect that students will turn in reports of the designated length by the due date. We expect students not to plagiarise. Penalties will be levied when students fail to meet these expectations, usually in units of 5% of the assignment mark total ($5\% \times 40 = 2$ marks) as shown below:

- Multiple examples of poor spelling and grammar (up to 2 marks);
- Multiple examples of deviation from APA style and formatting (up to 2 marks);
- Multiple examples of misuse of references, use of inappropriate references, or failure to cite appropriate references (up to 2 marks);
- Exceeds word limit (2 marks per 100 words over);
- Late submission (2 marks per day late);
- Plagiarism (to be determined based on offense).

A hardcopy of the report must be submitted by the due date/time. *Assignments can ONLY be submitted via the LABELLED locked boxes in the foyer of building C3A or in the single Psychology Essay Box located outside the entrance of C3A after hours. The assignment boxes are cleared at 10 am on Mondays to Fridays and again at 4 pm ONLY ON FRIDAYS. Assignments received by 4pm, on Fridays, after the 10 am clearing, are counted as an additional 1 day late. Assignments submitted after the 4 pm clearing on Fridays will be cleared on Monday at 10 am and will incur a weekend (counted as two additional days) penalty.*

Electronic copies of assignments are not accepted. Assignments submitted by post will not be accepted. All assignments submitted must be accompanied by a completed and signed Psychology Department coversheet which is available from outside Room C3A 301 or downloadable from <http://www.psy.mq.edu.au/pdf/coversheet.pdf> Assignments will not be accepted unless a correct coversheet is completed and signed.

A copy of the assignment must be kept as proof that the assignment was completed and submitted.

Students are also required to submit the report electronically through *Turnitin* on the same due date. The *Turnitin* system checks reports for signs of plagiarism of text from other sources. The unit chair will closely examine *Turnitin* assessments of student work. If you plagiarise, even if this happens unintentionally, you will be caught, and you will be penalised. Students are penalised every year – DON'T BE ONE OF THEM! Students may be subject to automatic failure if the report submitted to *Turnitin* is different from the report submitted in hardcopy.

Request for Extensions for Assignments are granted by the Psychology Office, not the unit convenor. Ordinarily, no extensions of time for submission of written work will be granted since ample time for its preparation will have been given. If an extension is required for medical or other extenuating circumstances, students may request this in writing by completing a Request for Extension on Written Work form, available outside the Psychology Office, with supporting documentary evidence (such as medical certificate, counsellor note, or similar). The form and the supporting documentary evidence must be submitted to the Psychology Office (C3A 334). The staff in the Psychology Office will make all decisions regarding extensions. Neither individual tutors nor the unit convenor will grant extensions. All requests for extensions must be made prior to the due date for the assignment. If an extension is granted, the authorisation section of the form must be collected and attached to the assignment. Failure to do so will result in a late penalty being applied as the marker will not know that an extension has been granted.

It is the responsibility of the student to check the Psychology Webpage (<http://www.psy.mq.edu.au/assrec/>) after submitting the assignment to ensure that his/her assignment has been received. The webpage will be updated by 5pm on the due date of the assignment. If an assignment is not noted as being received, it is the student's responsibility to immediately contact the staff in the Psychology Office in writing to inform them. The student will then be required to submit a fresh copy of the assignment and the date of receipt will be the date the Psychology Office was informed of the non-receipt in writing. Lateness penalty will be applied until the date the Psychology Office is informed of the non receipt of assignment.

It is anticipated that assignments will be returned to students during tutorials. The remaining assignments will then be available for collection from the Psychology Office.

During Semester time, the Psychology Office opening hours are 10AM to 5PM. Tutors of evening tutorials will return ALL assignments during the late classes.

Feedback: Reports submitted on time should be marked by the last week of semester (week 13). Feedback will be available in the form of written comments on assignment hardcopies, which will be returned in tutorial classes or made available for collection from the Psychology Office (C3A 301). Feedback will also be provided via an online report, which will list student overall grades for the assignment, along with grade feedback for each of the nine separate assignment criteria, and an indication of any penalties applied. Students will not be informed of their numeric marks.

Assignments will not be accepted after the return of marked assignments.

Assessment activity IV: Final examination

Percentage weighting:

56%

Examination date:

University examination period

Description: A two hour examination, including both written (two questions) and multiple-choice sections, will be held during the formal examination period at a time to be decided by the university. All topics covered in lectures, tutorials and the identified chapters of the course textbook are examinable, although the written response section will focus on the second half of the unit (content delivered after the mid-semester exam).

A formally invigilated examination allows assessment of student attainment of the unit's learning objectives in an environment with minimal opportunity for academic misconduct. Questions will be written to assess recall and comprehension of unit content, as well as application of conceptual factors to specific situations. The division of the examination into multiple-choice and written sections allows the assessment to assess different levels of understanding – the breadth of knowledge obtained (across multiple topics) as well as the depth of understanding.

The University Examination period in *First Half Year 2011 is from June 6th to June 24th, 2011.*

You are expected to present yourself for examination at the time and place designated in the University Examination Timetable. The timetable will be available in Draft form approximately eight weeks before the commencement of the examinations and in Final form approximately four weeks before the commencement of the examinations.

<http://www.timetables.mq.edu.au/exam>

The only exception to not sitting an examination at the designated time is because of documented illness or unavoidable disruption. In these circumstances you may wish to consider applying for Special Consideration. Information about unavoidable disruption and the special consideration process is available at

<http://www.reg.mq.edu.au/Forms/APSCon.pdf>

If a Supplementary Examination is granted as a result of the Special Consideration process, the examination will be scheduled after the conclusion of the official examination period.

Supplementary Examination in the Department of Psychology will be held on the: 7th and 8th of July for Semester One 2011.

Supplementary Exams are only offered to students who have satisfactorily completed all other assessments for the unit and were unable to sit the final exam.

Instructions on applying for sitting of a supplementary exam are available from the website, www.psy.mq.edu.au/speccond. It is the student's responsibility to follow the steps outlined in this website. When a supplementary exam has been granted an email will be sent to the student. It is the student's responsibility to check the Department of Psychology Special Consideration website for information relating to the date and location of the supplementary exam. Students who are granted to sit for a supplementary exam must make themselves available to sit for the supplementary exam on the specified dates. There will be only one alternative time. It is the student's responsibility to email the Psychology Office, psy_off@mq.edu.au to confirm attendance to the supplementary exams.

You are advised that it is Macquarie University policy not to set early examinations for individuals or groups of students. All students are expected to ensure that they are available until the end of the teaching semester, which is the final day of the official examination period.

ACADEMIC HONESTY

Academic honesty is an integral part of the core values and principles contained in the Macquarie University Ethics Statement. The Policy covering Academic Honesty is available on the web at:

http://www.mq.edu.au/policy/docs/academic_honesty/policy.html

Plagiarism is an example of dishonest academic behaviour and is defined by the Policy on Academic honesty as: "Using the work or ideas of another person and presenting this as your own without clear acknowledgement of the source of the work or ideas".

Plagiarism is a serious breach of the University's rules and carries significant penalties. The Academic honesty Procedure is available at

http://www.mq.edu.au/policy/docs/academic_honesty/procedure.html

This procedure notes the following responsibilities for students:

- Act in accordance with the principles of the Academic Honesty Policy.
- Become familiar with what academic dishonesty is, what are appropriate referencing techniques and the consequences of poor practice.
- Seek assistance from the unit convenor (or their nominee) to remedy any deficits or if you are unsure of discipline specific practice.

- Submit only work of which you are the author or that properly acknowledges others.
- Do not lend your original work to any other person for any reason.
- Keep drafts of your own authored work and notes showing the authorship or source of ideas that are not your own.

The penalties which can be applied for academic dishonesty are outlined in the Academic Dishonesty – Schedule of Penalties which can be found at:

http://www.mq.edu.au/policy/docs/academic_honesty/schedule_penalties.html

The penalties range from applying a fail grade for the assessment task or requiring the student to re-submit the assessment task for a mark no greater than 50 to applying a fail grade to the unit of study and referral to the University Discipline committee.

You must read the University's Policy and Procedure on Academic Honesty.

UNIVERSITY POLICY ON GRADING

Academic Senate has a set of guidelines for the achievement of grades across the range from fail to high distinction. Your final result will include one of these grades plus a standardised numerical grade (SNG).

On occasion your raw mark for a unit (i.e., the total of your marks for each assessment item) may not be the same as the SNG which you receive.

For more information please refer to the Macquarie University Handbook.

STUDENT SUPPORT SERVICES

Macquarie University provides a range of Academic Student Support Services. Details of these services can be accessed at <http://www.student.mq.edu.au>.

On matters pertaining to the regulations, the Registrar's Office should be consulted or, within the Department of Psychology, Dr Julia Irwin, Director of Undergraduate Studies. Students with disabilities who have problems within the Department should consult Ms Radha Pathy, the Disability Liaison Officer. If your difficulties cannot be resolved by these members of staff you should consult the Head of Department.

If you have a major difficulty associated with writing skills, you could enrol in a short course on writing skills. For details go to:

http://www.ling.mq.edu.au/support/writing_skills/index.htm

APPEALS AGAINST GRADES

Please refer to the Macquarie University Handbook.

TOPIC SCHEDULE

Wk	Date	Lecture Topic	Text ¹	Lec. ²	Tutorial Topic ³
1	Feb 21	Organisational psychology	1	BS	<i>No tutorial</i>
	Feb 22	How organisations work		AB	
2	Feb 28	Science, psychology and business	1	BS	Introduction to I/O psychology
	Mar 01	Job analysis	2	BS	
3	Mar 07	Personnel selection 1: Processes	3	BS	Analysing jobs
	Mar 08	Personnel selection 2: Interviews	3	BS	
4	Mar 14	Personnel selection 3: Tools & tests	3	BS	Job interviews 1
	Mar 15	Personality in the workplace 1	6 & 7	BS	
5	Mar 21	Personality in the workplace 2	6 & 7	BS	Job interviews 2
	Mar 22	The meaning of job performance	5	BS	
6	Mar 28	Measuring job performance	5	BS	Evaluating job performance
	Mar 29	Psychological aspects of training	4	BS	
7	Apr 4	Work motivation	8	AB	Personality at work
	Apr 5	Work attitudes and values	7	BS	
<i>MID-SEMESTER BREAK</i>					
8	Apr 25	<i>Public Holiday</i>			<i>No tutorial</i>
	Apr 26	<i>Public Holiday</i>			
9	May 02	Results of survey exercise		BS	Report writing
	May 03	Work stress 1: The individual	10	BS	
10	May 09	Work stress 2: The organisation	10	BS	Workplace incivility
	May 10	Job design	9	BS	
11	May 16	Workplace incivility	5 & 7	BG	Work stress
	May 17	Human factors	11	MW	
12	May 23	Fairness and justice at work	7 & 16	JF	Human error at work
	May 24	Power in the workplace	14	JF	
13	May 30	What does an IO psychologist do?	(all)	EA	Careers in I/O + Q&A session
	May 31	Job choice and career development	6	BS	

1: Textbook chapter relating to lecture topic. Students should read this before the lecture.

2: Initials of staff member delivering lecture.

3: Check the unit webpage for any materials to be obtained and read before the tutorial.