PSYC 3207 – Human Performance & Organisational Psychology

Unit of Study Code: PSYC3207

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Format of Unit:
2 x 1 hour lectures/week x 13 weeks
1 x 1 hour tutorial/week x 12 weeks

Credit Point Value: 4 Credit Points

Qualifying:
12 credit points of Intermediate Psychology including PSYC 2113

Assessment:
Classwork:
25% (Human Performance Laboratory Report Book)
Due Date: Friday 3 November (week 13)
25% (Organisational Psychology)
format***to be advised

Examination:
50% multiple choice questions

Evaluation of teaching and learning:
Date: Week 13 of Semester
Type: multiple choice

Unit of study general description:
The unit is divided into two sections with human performance preceding organisational psychology within the Semester. Human Performance covers areas of perceptual and cognitive performance, human factors, skilled performance, sports psychology and work performance. Organisational Psychology includes leadership and social structure, productivity and satisfaction, job selection, conflict resolution and assessment of performance.
Teaching outcomes:

(1) Ability to explain information theory concepts and derive measures of information transmission.
(2) Ability to apply information theory to the development of general laws concerning discrimination and choice.
(3) Ability to describe, explain and evaluate the role of models of choice reaction time in relation to psychometric studies of intelligence.
(4) Ability to describe and apply theories of choice under risk to evaluate the quality of human choice behaviour.
(5) Ability to describe, explain, evaluate human factors in performance in relation to human-machine interfaces.
(6) Ability to describe, explain, evaluate human performance factors in relation to sporting achievement.
(7) Awareness of the general nature of organisational psychology.
(8) Ability to discuss the general characteristics of organisational systems.
(9) Ability to describe, explain, evaluate and apply psychological models of leadership in organisational settings.
(10) Ability to describe, explain, evaluate and apply psychological models of productivity and satisfaction in organisational settings.
(11) Ability to describe, explain, evaluate and apply psychological models of conflict resolution in organisational settings.
(12) Ability to describe and evaluate attempts to integrate psychometric assessment in organisational settings.
(13) Awareness of the need for careful integration between theory, research and application in organisational psychology.

Evidence of learning:

In order to pass the course students are expected to be able to accurately identify, explain and broadly apply the models described in the syllabus. High quality outcomes involve not only detailed and accurate descriptive knowledge of the syllabus items but also soundly argued evaluation and detailed application of those items. Assessment will take the form of written laboratory reports, essays, short-answer questions and multiple choice items which will cover the full range of teaching outcomes.

SYLLABUS

Information theory, information transmission and studies of discrimination and choice; Choice theory and human choice under risk; skilled performance; practice effects and fatigue; environmental impacts on performance; human factors and engineering psychology; sport psychology; characteristics and types of social systems; leadership in social systems; productivity and satisfaction; conflict resolution, conciliation and mediation; the place of assessment in Organisational Psychology.

TIMETABLE

<table>
<thead>
<tr>
<th>WEEK</th>
<th>LECTURES</th>
<th>TUTORIALS</th>
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<tbody>
<tr>
<td>1</td>
<td>Information theory; discrimination time</td>
<td>No tutorial</td>
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<tr>
<td>2</td>
<td>Models of simple choice; chronopsychology</td>
<td>discrimination reaction time</td>
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<td>3</td>
<td>Circadian rhythms; dual task performance &amp; workload</td>
<td>Hick's law</td>
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<td>4</td>
<td>Human factors; time management</td>
<td>Time management</td>
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<td>5</td>
<td>Skilled performance; sport psychology</td>
<td>Fitt's law</td>
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<td>6</td>
<td>Overview of organisational psych; job analysis, and the criterion concept; models and measures of performance</td>
<td>Selection interview</td>
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<td>7</td>
<td>Predicting performance in a selection context; characteristics of social systems</td>
<td>Selection interview</td>
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<tr>
<td>8</td>
<td>Types of social systems; leadership</td>
<td>Selection interview</td>
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<td>9</td>
<td>Influence in organisational and industrial settings</td>
<td>Organisational Psychology</td>
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<td>10</td>
<td>Productivity and satisfaction</td>
<td>Organisational Psychology</td>
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<td>11</td>
<td>Stress management; conflict resolution</td>
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<td>12</td>
<td>Conciliation and mediation</td>
<td>Organisational Psychology</td>
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<td>13</td>
<td>Assessment in Organisational Psychology</td>
<td>Submission of practical reports</td>
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No textbook has been set for the unit

REFERENCES


