Description: Group and Organisational Principles

<table>
<thead>
<tr>
<th>Subject</th>
<th>Cat-nbr</th>
<th>Class</th>
<th>Term</th>
<th>Mode</th>
<th>Units</th>
<th>Campus</th>
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<tbody>
<tr>
<td>PSY</td>
<td>8030</td>
<td>67091</td>
<td>2, 2007</td>
<td>ONC</td>
<td>1.00</td>
<td>Toowoomba</td>
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Academic group: FOSCI

Academic org: FOS005

Student contribution band: 1

ASCED code: 090701

STAFFING

Examiner: Yong Goh

Moderator: Paul Bramston

REQUISITES

Pre-requisite: PSY8010

RATIONALE

This course is based on the assumption that there is an interaction between individual and environmental determinants of behaviour. In order to understand the behaviour of individuals and systems, we need to consider the effects of intra-personal, inter-personal, group, and organisational processes.

SYNOPSIS

This course will aim to provide students with an understanding of the theories of group and organisational processes, and experience in applying these processes to the area of group facilitation and organisational consultation. Students will be given practical experience in strategies and techniques for enhancing a group's effectiveness, as well as techniques for diagnosing organisational problems and developing solutions to these problems.

OBJECTIVES

On completion of this course students should be able to:

1. explain various conceptual models of organisational consultation and intervention and one model of the consultation in health care settings;
2. recognise the stages in the consultation process;
3. engage in assessment and diagnosis of ineffective organisational processes and the impact of those processes on employee health and well-being;
4. explain interventions which improve organisational functioning and individual health and well-being;
5. explain the importance of evaluation and developing models for evaluating interventions;
6. explain the ethical and legal issues involved in organisational consultation;
7. demonstrate familiarity with pre-group design and planning;
8. demonstrate familiarity with group marketing;
9. demonstrate familiarity with intake interviewing;
10. recognise and facilitate group processes at different stages;
11. recommend leadership strategies;
12. explain ethical issues in group processes; and
13. explain termination processes.

TOPICS

<table>
<thead>
<tr>
<th>Description</th>
<th>Weighting (%)</th>
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<tbody>
<tr>
<td>Introduction to organisational consultation and identifying consultation competencies and training needs</td>
<td>7.00</td>
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<tr>
<td>Conceptual models of organisational consultation</td>
<td>7.00</td>
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<tr>
<td>Consultation stages and processes</td>
<td>7.00</td>
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<tr>
<td>Organisational assessment and diagnosis of problems</td>
<td>8.00</td>
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<tr>
<td>Developing and implementing change strategies</td>
<td>8.00</td>
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<tr>
<td>Evaluating organisational interventions</td>
<td>7.00</td>
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<tr>
<td>Ethical and legal considerations</td>
<td>8.00</td>
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<tr>
<td>Establishing group consultation practice within an organisation; Personal characteristics, professional competencies and ethical issues</td>
<td>8.00</td>
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<tr>
<td>How groups work and why they sometimes don't; Understanding group dynamics and stages of group process</td>
<td>8.00</td>
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<tr>
<td>Facilitation and leadership strategies for goal setting, working processes and outcome evaluation</td>
<td>8.00</td>
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<tr>
<td>Group decision: making the most out of controversy, conflict and creativity</td>
<td>8.00</td>
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<tr>
<td>Addressing the needs of the individual group member and the group facilitator</td>
<td>8.00</td>
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<tr>
<td>Evaluation and Termination processes</td>
<td>8.00</td>
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TEXT and MATERIALS required to be PURCHASED or ACCESSED

ALL textbooks and materials are available for purchase from USQ BOOKSHOP (unless otherwise stated). Orders may be placed via secure internet, free fax 1800642453, phone 07 46312742 (within Australia), or mail. Overseas students should fax +61 7 46311743, or phone +61 7 46312742. For costs, further details, and internet ordering, use the 'Textbook Search' facility at http://bookshop.usq.edu.au click 'Semester', then enter your 'Course Code' (no spaces).


**REFERENCE MATERIALS**

Reference materials are materials that, if accessed by students, may improve their knowledge and understanding of the material in the course and enrich their learning experience.


**STUDENT WORKLOAD REQUIREMENTS**

<table>
<thead>
<tr>
<th>ACTIVITY</th>
<th>HOURS</th>
</tr>
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<tbody>
<tr>
<td>Assessment</td>
<td>31.00</td>
</tr>
<tr>
<td>Class Contact</td>
<td>39.00</td>
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<tr>
<td>Project Work</td>
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**ASSESSMENT DETAILS**

<table>
<thead>
<tr>
<th>Description</th>
<th>Marks out of</th>
<th>Wtg(%)</th>
<th>Due date</th>
</tr>
</thead>
<tbody>
<tr>
<td>ORGANISATIONAL CONSULT ASSGT</td>
<td>45.00</td>
<td>45.00</td>
<td>24 Jul 2007</td>
</tr>
<tr>
<td>GROUP PROCESS ASSIGNMENT</td>
<td>45.00</td>
<td>45.00</td>
<td>24 Jul 2007</td>
</tr>
<tr>
<td>SUMMARY OF POSTINGS</td>
<td>10.00</td>
<td>10.00</td>
<td>24 Jul 2007</td>
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</tbody>
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**NOTES**

1. Due Date to be advised by Examiner.
2. Due Date to be advised by Examiner.
3. Due Date to be advised by Examiner.

**IMPORTANT ASSESSMENT INFORMATION**

1. Attendance requirements:
   - It is the students' responsibility to attend and participate appropriately in all activities (such as lectures, tutorials, forum discussion and practical work) scheduled for them, and to study all material provided to them or required to be accessed by them to maximise their chance of meeting the objectives of the course and to be informed of course-related activities and administration. There are three compulsory on-campus workshops during
the semester. Students must email the examiner by the second week of Semester 1 for information on text chapters to read before Workshop 1.

2 Requirements for students to complete each assessment item satisfactorily:
   To complete each of the assessment items satisfactorily, students must obtain at least 50% of the marks available for each assessment item. Students also need to be able to demonstrate that they have acquired the competencies described under Assessment Notes.

3 Penalties for late submission of required work:
   If students submit assignments after the due date without prior approval then a penalty of 10% of the total marks available for the assignment will apply for each working day late.

4 Requirements for student to be awarded a passing grade in the course:
   To be assured of receiving a passing grade a student must achieve at least 50% of the total weighted marks available for the course.

5 Method used to combine assessment results to attain final grade:
   The final grades for students will be assigned on the basis of the weighted aggregate of the marks (or grades) obtained for each of the summative assessment items in the course.

6 Examination information:
   There is no examination in this course.

7 Examination period when Deferred/Supplementary examinations will be held:
   There will be no Deferred or Supplementary examinations in this course.

8 University Regulations:
   Students should read USQ Regulations 5.1 Definitions, 5.6. Assessment, and 5.10 Academic Misconduct for further information and to avoid actions which might contravene University Regulations. These regulations can be found at the URL http://www.usq.edu.au/corporateservices/calendar/part5.htm or in the current USQ Handbook.

ASSESSMENT NOTES

9 This course should be taken in the second year of the Doctor of Psychology course. It specifically aims to complement the experience that students will receive from their second and third placements which are generally focused more on the techniques which are relevant to intervening in groups and organisational settings. This course assumes that students have successfully completed the courses Individual Assessments and Individual Interventions.

10 The due date for an assignment is the date by which a student must despatch the assignment to the USQ. The onus is on the student to provide proof of the despatch date, if requested by the Examiner.

11 Students must retain a copy of each item submitted for assessment. This must be produced within five days if required by the Examiner.

12 Students will require access to email and internet access to USQConnect for this course.

13 Specific APS competencies are assessed in this course, including: #3 (Framing, Measuring and Solving Problems), #4 (Service Implementation), #5 (Professional, Legal & Ethical Approach) and #8 (Influence & Change).