

PSYC6150: Group Dynamics in Organisations

Online

Trimester 2 - 2023



OVERVIEW

Course Description Much of organisational activity takes place in groups: people work in teams, sections and departments whose functioning depends on positive social relations both within and between them. This course provides detailed knowledge of how group and intergroup dynamics affect both individual functioning but also organisation-level outcomes. Topics such as group productivity, motivation, commitment and intergroup conflict and negotiation, will be examined with an emphasis on the application of this analysis to create a productive, harmonious, and resilient workplace.

Assumed Knowledge Completion of an APAC accredited 3 year program in psychology or equivalent
OR
PSYC6000 and PSYC6050

Contact Hours **Online Offering**
Suggested weekly activities for Online students:

Engagement with Online Course Resources (via Canvas)
Completing Required and Suggested Course Readings
Assessment-Related Independent Research
Reflection on Course Content via Discussion Forums and Workbook
Attending live Q&A Sessions with Teaching Staff

Online Activity
Online
4 hour(s) per Week for Full Term

Singapore NAIHE Offering

Engagement with Online Course Resources (via Canvas)
Completing Required and Suggested Course Readings
Assessment-Related Independent Research
Attending live Q&A Sessions with Teaching Staff

Online
2 hour(s) per Week for Full Term

Workshop
Face to Face or online
2 hours per Week for 12 weeks

Unit Weighting 10

Workload Students are required to spend on average 120-140 hours of effort (contact and non-contact) including assessments per 10 unit course.

COURSE OUTLINE

CONTACTS

Course Coordinator	Online Dr Emina Subasic Emina.Subasic@newcastle.edu.au (02) 4985 4597 Consultation:
Teaching Staff	Ms Kirsty Richards Kirsty.Richards@newcastle.edu.au
School Office	School of Psychological Sciences W210 - Behavioural Sciences Building Callaghan psyc-admin@newcastle.edu.au +61 2 4921 5505 Newcastle Australia Institute of Higher Education Pte Ltd 100 Victoria Street #13-01/02 National Library Building Singapore Singapore-StudentCentral@newcastle.edu.au +65 6221 3306

SYLLABUS

Course Content

- Groups and their implications for organisations
- Intragroup dynamics in organisations: Teamwork, commitment and communication
- Intragroup dynamics in organisations: Decision-making, productivity and performance
- Intergroup dynamics in organisations: Negotiation and conflict management
- Intergroup dynamics in organisations: Power, influence and mobilisation
- In depth: Towards gender equality at work

Course Learning Outcomes

On successful completion of this course, students will be able to:

1. Critically evaluate theory and research regarding group dynamics in the workplace from a psychological perspective
2. Explain the ways in which group dynamics shape organisational outcomes.
3. Apply theory and research on group dynamics to the workplace context
4. Develop solutions to optimise group functioning in organisations

Course Materials

Other Resources:

- Links to online content will be provided at the course Canvas site.
 - Students enrolled in the course can access the course Canvas site used to support this course. You need to visit the Canvas site on a regular basis.

Recommended Text:

- Haslam, S. A. (2004). Psychology in Organisations: A Social Identity Approach (2nd edition). London, UK: Sage Publications.

Required Text:

- Woods, S.A., & West, M.A. (2015, 2nd edition or 2019, 3rd edition). The psychology of work and organisations. Hampshire, UK: South-Western Cengage Learning.

SCHEDULE

Week	Week Begins	Topic	Learning Activity	Assessment Due
1	13 May	Module 1: What is a group? Implications for organisations		
2	20 May	Module 1: What is a group? Implications for organisations (continued)		
3	27 May	Module 2: Intragroup Dynamics: Teamwork, Commitment and Communication		
4	3 Jun	Module 2: Intragroup Dynamics: Teamwork, Commitment and Communication (continued)		
5	10 Jun	Module 3: Intragroup Dynamics: Decision Making, Productivity and Performance	Short Answer Exam: Part 1	Sunday, 9 June 2024 (end of day) (Open from 5 June 2024)
6	17 Jun	Module 3: Intragroup Dynamics: Decision Making, Productivity and Performance (continued)		
7	24 Jun	Module 4: Intergroup Dynamics: Negotiation and Conflict Management		
8	1 Jul	Module 4: Intergroup Dynamics: Negotiation and Conflict Management (continued)		
9	8 Jul	Module 5: Intergroup Dynamics: Power, Influence and Mobilization	Short Answer Exam: Part 2	Sunday, 7 July 2024 (end of day) (Open from 3 July 2024)
10	15 Jul	Module 5: Intergroup Dynamics: Power, Influence and Mobilization (continued)	Group Presentation	Sunday, 14 July 2024 (end of day)
11	22 Jul	Module 6: In Depth: Towards Gender Equality at Work		
12	29 Jul	Module 6: In Depth: Towards Gender Equality at Work (continued)	Written Assignment	Sunday, 4 August 2024 (end of day)

Examination Period

ASSESSMENTS

This course has 3 assessments. Each assessment is described in more detail in the sections below.

	Assessment Name	Due Date	Involvement	Weighting	Learning Outcomes
1	Examination: Online	9 June 2024 (Part 1) and 7 July 2024 (Part 2)	Individual	30%	1, 2, 3
2	Presentations - Group	14 July 2024	Individual	20%	1, 2, 3, 4
3	Essays/Written Assignments	4 August 2024	Individual	50%	1, 2, 3, 4

Late Submissions

The mark for an assessment item submitted after the designated time on the due date, without an approved extension of time, will be reduced by 10% of the possible maximum mark for that assessment item for each day or part day that the assessment item is late. Note: this applies equally to week and weekend days.

Assessment 1 - Examination: Online

Assessment Type	In Term Test
Description	Short Answer Exam (online; taken in two parts; 15% each)
Weighting	30%
Due Date	9 June 2024 (Part 1) and 7 July 2024 (Part 2)
Submission Method	Online
Assessment Criteria	Provided on Canvas (See Course Assessment Guide)
Return Method	Online
Feedback Provided	No Feedback

NOTE: Use of AI in this course is prohibited. *Students must not use AI assistance in any assessments in this course. Any assessment suspected of using AI will be referred to the Student Academic Conduct Officer. The minimum penalty for use of AI in an assessment will be a 0 mark for the assessment (even if AI is found to be used in only a part of the assessment) and a record of the misconduct lodged on the University's academic misconduct database.*

Assessment 2 - Presentations - Group

Assessment Type	Presentation
Description	Group presentation assignment (presented online on Canvas).
Weighting	20%
Due Date	14 July 2024
Submission Method	Online
Assessment Criteria	Provided on Canvas (see Course Assessment Guide).
Return Method	Online
Feedback Provided	Online

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Assessment 3 - Essays/Written Assignments

Assessment Type	Written Assignment
Description	Written assignment focusing on key topics covered in the course.
Weighting	50%
Length	2000 words. Word limits include headings, sub-heading, in-text citations, quotes and referencing but does not include the list of references, appendices and footnotes. The word limit will allow a tolerance of 10% and any work after the maximum word limit will not be included within the allocation of marks. In other words, the marker will STOP reading at 2200 words.
Due Date	4 August 2024
Submission Method	Online
Assessment Criteria	Provided on Canvas (see Course Assessment Guide).
Return Method	Online
Feedback Provided	Online

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ADDITIONAL INFORMATION

Grading Scheme

This course is graded as follows:

Range of Marks	Grade	Description
85-100	High Distinction (HD)	Outstanding standard indicating comprehensive knowledge and understanding of the relevant materials; demonstration of an outstanding level of achievement; mastery of skills*; and achievement of all assessment tasks.
75-84	Distinction (D)	Excellent standard indicating a very high level of knowledge and understanding of the relevant materials; demonstration of a very high level of academic achievement; sound development of skills*; and achievement of all assessment tasks.
65-74	Credit (C)	Good standard indicating a high level of knowledge and understanding of the relevant materials; demonstration of a high level of academic achievement; reasonable development of skills*; and achievement of all learning outcomes.
50-64	Pass (P)	Satisfactory standard indicating an adequate knowledge and understanding of the relevant materials; demonstration of an adequate level of achievement; satisfactory development of skills*; and achievement of all learning outcomes.
0-49	Fail (FF)	Failure to satisfactorily achieve learning outcomes. If all components are not completed the mark will be zero. A fail grade awarded following disciplinary action.

*Skills are those identified for the purposes of assessment task(s).

Attendance

Attendance/participation will be recorded in the following components:

- Online Activity

Communication Methods

Communication methods used in this course include:

- Canvas Course Site: Students will receive communications via the posting of content or announcements on the Canvas course site.
- Email: Students will receive communications via their student email account.

Course Evaluation

Each year feedback is sought from students and other stakeholders about the courses offered in the University for the purposes of identifying areas of excellence and potential improvement.

As a result of student feedback, the following changes have been made to this offering of the course:

- All assignments are now due end-of-day Sunday, to accommodate study patterns (as the majority of our students work full time).
- We release two modules at a time to enable students to complete the readings/modules at a faster pace, if needed.
- Group presentations now also include an individual peer-assessment mark to ensure accountability and engagement with the assignment.

Oral Interviews (Vivas)

As part of the evaluation process of any assessment item in this course an oral examination (viva) may be conducted. The purpose of the oral examination is to verify the authorship of the material submitted in response to the assessment task. The oral examination will be conducted in accordance with the principles set out in the [Oral Examination \(viva\) Procedure](#). In cases where the oral examination reveals the assessment item may not be the student's own work the case will be dealt with under the [Student Conduct Rule](#).

Academic Misconduct

All students are required to meet the academic integrity standards of the University. These standards reinforce the importance of integrity and honesty in an academic environment. Academic Integrity policies apply to all students of the University in all modes of study and in all locations. For the Student Academic Integrity Policy, refer to <https://policies.newcastle.edu.au/document/view-current.php?id=35>.

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Adverse Circumstances

The University acknowledges the right of students to seek consideration for the impact of allowable adverse circumstances that may affect their performance in assessment item(s). Applications for special consideration due to adverse circumstances will be made using the online Adverse Circumstances system where:

1. the assessment item is a major assessment item; or
2. the assessment item is a minor assessment item and the Course Co-ordinator has specified in the Course Outline that students may apply the online Adverse Circumstances system;
3. you are requesting a change of placement; or
4. the course has a compulsory attendance requirement.

Before applying you must refer to the Adverse Circumstance Affecting Assessment Items Procedure available at:

<https://policies.newcastle.edu.au/document/view-current.php?id=236>

Reasonable Adjustment Plan (RAP)

If you are registered with Accessibility and have been provided with a Reasonable Adjustment Plan (RAP), please ensure that you provide your Course Coordinator with a copy as soon you can or let your Course Coordinator know that you are still waiting for your RAP.

Important Policy Information

The Help button in the Canvas Navigation menu contains helpful information for using the Learning Management System. Students should familiarise themselves with the policies and procedures at <https://www.newcastle.edu.au/current-students/no-room-for/policies-and-procedures> that support a safe and respectful environment at the University.

This course outline was approved by the Head of School. No alteration of this course outline is permitted without Head of School approval. If a change is approved, students will be notified and an amended course outline will be provided in the same manner as the original.

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