

Subject Description Form

Subject Code	APSS 5050		
Subject Title	Managing Practice in Organizations and Systems		
Credit Value	3		
Level	5		
Pre-requisite / Co-requisite/ Exclusion	Nil		
Assessment Methods	100% Continuous Assessment	Individual Assessment	Group Assessment
	1. Seminar Presentation	30%	--
	2. Individual Paper	40%	--
	3. Quiz	30%	--
	0% Examination	--	--
	<ul style="list-style-type: none"> • The grade is calculated according to the percentage assigned; • The completion and submission of all component assignments are required for passing the subject • student must pass the specific component(s) (standard of passing) if he/she is to pass the subject 		
Objectives	<p>The subject aims to:</p> <p>Psychologists and psychology-related practitioners are finding themselves working increasingly closely with people of other professions including but not limited to education, health, rehabilitation, welfare, housing, engineering, and business. Besides, most psychological practitioners practice in an institutional context, with policy makers, management, and frontline staff. In this connection, practitioners of psychology will need to effect inter-professional dialogues, consider practice and ethical issues from different value stances, perspectives, and organizational levels, and make a professional judgment as to what is to be done. It is therefore believed that if psychological practice is well-connected with other points of professional contacts in the help system, expected service outcomes will be achieved and greater impact produced in terms of managing the financial costs of care, improving the working environments for care professionals, and ultimately, serving to provide a better model in delivering comprehensive and holistic care.</p>		

Intended Learning Outcomes	<p>Upon completion of the subject, students will be able to:</p> <p>This subject is aimed to enable psychological practitioners to understand the organizational as well as the interdisciplinary environment of psychological practice, to engage practice partners in teams, and to operate in collaboration to achieve goals of psychological practice.</p> <ol style="list-style-type: none"> a. To understand the relevant organizational realities in which psychology professionals practice. b. To develop qualities and skills necessary to work with other care professionals in a dynamic manner in the practice environment. c. To identify, engage and influence organizational systems in the process of intervention. d. To advocate for better understanding and collaboration between administration and professionals. 																
Subject Synopsis/ Indicative Syllabus	<p>The subject investigates:</p> <ol style="list-style-type: none"> 1. Understanding the human service professions, their values and ethics, goals, and approaches 2. Understanding the practice context: organizations and systems 3. Individuals in organizations I: leadership in human service 4. Individuals in organizations II: supervision 5. Groups in organizations: the interprofessional practice team 6. Interprofessional practice in health care 7. Interprofessional practice in business sector 8. Groups in organizations: group dynamics 9. Managing organizational stress 10. Organizational culture and change 																
Teaching/Learning Methodology	<p>Teaching and learning through small groups is the principal instruction approach to disseminate knowledge and values of the subject matter. In the processes, the problem-based approach using real life cases is used to help students to identify the critical issues involved and the concerns of the stakeholders therein and then to come up with plans and strategies in inter-professional collaboration. Wherever possible, field visits to organizations will be arranged to augment appreciation of the dynamic systems in context through first-hand contacts. The use of small groups is considered useful and relevant to facilitate the development and use of multiple perspectives which is essential and important in inter-professional collaboration.</p>																
Assessment Methods in Alignment with Intended Learning Outcomes	<table border="1" style="width: 100%;"> <tr> <td style="width: 50%;">Specific assessment methods/tasks</td> <td style="width: 10%;">%</td> <td colspan="3" style="width: 40%;">Intended subject learning outcomes to be assessed (Please tick as appropriate)</td> </tr> <tr> <td></td> <td>weighting</td> <td style="text-align: center;">a</td> <td style="text-align: center;">b</td> <td style="text-align: center;">c</td> <td style="text-align: center;">d</td> </tr> </table>	Specific assessment methods/tasks	%	Intended subject learning outcomes to be assessed (Please tick as appropriate)				weighting	a	b	c	d					
Specific assessment methods/tasks	%	Intended subject learning outcomes to be assessed (Please tick as appropriate)															
	weighting	a	b	c	d												

1. Seminar presentation	30%	✓	✓	✓	✓
2. Individual paper	40%	✓	✓	✓	✓
3. Quiz	30%	✓	✓	✓	
Total	100 %				

Both individual and group assignment is designed to require students to know the dynamics of the systems inherent in inter-professional practice, and develop the attitudes and qualities pertinent to practice. Group work exposes students to different perspectives and value systems whereas self-reflection allows opportunity for examining personal and organizational variables in relation to inter-professional practice.

Student Study Effort Expected	Class contacts:	
	▪ Lectures	27 Hours
	▪ Small group tutorials	12 Hours
	Other Student effort:	
	▪ Private reading, self-reflection and writing task	30 Hours
	▪ Preparation for tutorial, seminar and supervised practices	20 Hours
	▪ Participation and practice	15 Hours
	Total student effort	104 hours

Reading List and References	<p>Batra, R., Keller, P., & Strecher V. (2015). <i>Leveraging consumer psychology for effective health communications</i>. Armonk, N.Y.: M.E. Sharpe.</p> <p>Burke, R. J., & Cooper, C. L. (Ed.) (2008). <i>Building more effective organizations: HR management and performance in practice</i>. Cambridge; New York: Cambridge University Press.</p> <p>Cascio, W. F., & Aguinis, H. (2018). <i>Applied psychology in human resource management</i>. 8th Ed. Upper Saddle River, NJ: Prentice Hall.</p> <p>Dewe, P. J., O’Driscoll, M. P., & Cooper, C. L. (2017). <i>Work Stress and Coping: Forces of Change and Challenges</i>. Malden, MA: Wiley-Blackwell.</p> <p>Durbin, A. J. (2018). <i>Leadership: research findings, practice, and skills</i>. 9th</p>
------------------------------------	--

	<p>Ed. Mason, Ohio: South-Western/Cengage.</p> <p>Hasenfeld, Y. (2010). <i>Human Services As Complex Organizations</i>. Sage</p> <p>Hofstede, G. (2010). <i>Cultures and organizations: software of the mind: intercultural cooperation and its importance for survival, 3rd Ed.</i> New York: McGraw-Hill.</p> <p>Keyton, J. (2006). <i>Communicating in groups: building relationships for group effectiveness. 3rd Ed.</i> New York: Oxford: Oxford University Press.</p> <p>Levy, P. (2019). <i>Industrial/Organizational Psychology: Understanding the Workplace (6th ed.)</i>. New York: Worth Publishers.</p> <p>Lussier, R. N., & Hendon, J. R. (2018). <i>Human Resource Management: Functions, Applications, and Skill Development</i>. New York: Sage Publication.</p> <p>Schein, E. H., & Schein, P. A. (2017). <i>Organizational Culture and Leadership (5th ed.)</i>. Hoboken, New Jersey: John Wiley and Sons Inc.</p>
--	---