



Applied Psychology at the Workplace

Most organizational problems do not fall neatly into predetermined boundaries established by academics... managers want solutions, not explanations of problems ... Furnham 2005.

KEY BENEFITS

Participants gain:

- Knowledge of applied psychology at work
- Knowledge of diverse workplace behaviours
- Practical work-related experience
- Advantage in a competitive employment market

TOPICS

- Psychological basis for job design
- Psychological profiling of employees for job-person fit
- Understanding psychometric tools for recruitment
- Interview techniques for work
- Sustainable employee motivation
- Psychology of employee learning
- Psychology of flexible work
- Psychological and social outcomes of work stress
- Psychological well-being
- Technology and work

GRADUATE OUTCOMES

Participants gain specialized knowledge and experience about applied psychology, human capital management and evidence-based management practices. Participants will also be able to think critically about their work roles, apply practical knowledge to improve their interactions with clients and peers and communicate in the workplace with superior skills.

COMMITMENT

- Intensive mode face-to-face seminars
- Plus self-study

All participants receive copies of the course materials and access to resources on the Institute's web site

Institute of Applied Psychology and Human Capital

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COURSE OVERVIEW

Many forms of human endeavour occur through individuals participating in group activities, generally within the workplace. This course aims to improve participants' understandings about the workplace, how it functions and the role of the individual within larger organisational structures.

Participants in this course experience the relevance and importance of understanding basic group and organisational processes as pathways to becoming effective participants in collective workplace activity. In particular, participants build understandings about their work roles and create sustainable frameworks for integrating the knowledge gained during their MBA studies with knowledge of work processes and workplaces.

Participants will gain experience in and understandings of the practical role of psychology in designing work tasks, managing the recruitment and selection process, motivating employees and designing training and human capital development programs. Participants will also develop understandings of work stress and psychological well-being.

These workplace issues are examined with appropriate psychology theories and current management practices. Participants are encouraged to appreciate the ethical dilemma within these workplace issues and the practical role of applied psychology in management decision-making.

FACILITATORS

IAPHC utilizes internationally acclaimed organizational psychologists and human capital experts who deliver their courses in intensive face-to-face seminars over four consecutive days. Tutorials integrate theories with management practices via structured group discussions and multi-media resources that focus on human capital and applied psychology, role plays, critical discussion and live streaming of management events. Our international experts use pedagogy that encourages integrative thinking, experiential learning and asynchronous interaction among the participants. Tutorial participation, reflective essay, learning journal and a report on employee selection process are part of the course assessment.

Bridging theory and practice to develop work ready graduates

Broadly speaking industry representatives are satisfied with the technical or discipline-specific skills of graduates, but for some there is a perception that employability skills are under-developed.

Some employers believe that universities are providing students with a strong knowledge base but without the ability to intelligently apply that knowledge in the work setting. This is backed up by international research ... Graduate Employability Skills, 2007, DEST, Canberra.

and Human Capital

Linking education

and the workplace

