



MBA903 Personal Performance and Resilience T324 Brief

All information in the Subject Outline is correct at the time of approval. KOI reserves the right to make changes to the Subject Outline if they become necessary. Any changes require the approval of the KOI Academic Board and will be formally advised to those students who may be affected by email and via Moodle.

Information contained within this Subject Outline applies to students enrolled in the trimester as indicated

1. General Information

1.1 Administrative Details

Associated HE Award(s)	Duration	Level	Subject Coordinator
MBA	1 trimester	Postgraduate	Dr Evi Lanasier evi.lanasier@koi.edu.au L: Level 1, 545 Kent St. Consultation: via Moodle or by appointment

1.2 Core / Elective

This is a core subject for the above courses.

1.3 Subject Weighting

Indicated below is the weighting of this subject and the total course points.

Subject Credit Points	Total Course Credit Points
4	MBA: 48 Credit Points

1.4 Student Workload

Indicated below is the expected student workload per week for this subject

No. Timetabled Hours/Week*	No. Personal Study Hours/Week**	Total Workload Hours/Week***
3 hours/week plus supplementary online material	7 hours/week	10 hours/week

* Total time spent per week at lectures and tutorials

** Total time students are expected to spend per week in studying, completing assignments, etc.

*** Combination of timetable hours and personal study.

1.5 Mode of Delivery Face-to-face on site unless otherwise notified (please check Moodle). Note – since T322, KOI is in transition and most classes will be returning to face-to-face delivery. However, there are a range of issues remaining because of COVID-19. For example, some students may have trouble travelling to Australia. Because of this some classes may still be online. This affects whether the final exam for a subject will be open-book or closed-book. After enrolment KOI will be able to make a determination and notification will be provided on Moodle before Week 7.

1.6 Pre-requisites Nil

1.7 General Study and Resource Requirements

- Students are expected to attend classes with the weekly worksheets and subject support material provided in Moodle. Students should read this material before coming to class to improve their ability to participate in the weekly activities.



- Students will require access to the internet and their KOI email and should have basic skills in word processing software such as MS Word, spreadsheet software such as MS Excel and visual presentation software such as MS PowerPoint.
- Computers and WIFI facilities are extensively available for student use throughout KOI. Students are encouraged to make use of the campus Library for reference materials.

Resource requirements specific to this subject: Specific resources will be identified in discussions with your lecturer. Prescribed readings and research examples will be posted to Moodle for additional guidance and recommended readings listed at section 2.9 will provide useful background reading.

1.8 Academic Advising

Academic advising is available to students throughout teaching periods including the exam weeks. As well as requesting help during scheduled class times, students have the following options:

- Consultation times: A list of consultation hours is provided on the homepage of Moodle where appointments can be booked.
- Subject coordinator: Subject coordinators are available for contact via email. The email address of the subject coordinator is provided at the top of this subject outline.
- Academic staff: Lecturers and Tutors provide their contact details in Moodle for the specific subject. In most cases, this will be via email. Some subjects may also provide a discussion forum where questions can be raised.
- Head of Program: The Head of Program is available to all students in the program if they need advice about their studies and KOI procedures.
- Vice President (Academic): The Vice President (Academic) will assist students to resolve complex issues (but may refer students to the relevant lecturers for detailed academic advice).

2 Academic Details

2.1 Overview of the Subject

The correlation between personal mental fitness and enterprise performance is well established. Although many progressive enterprises have established ecosystem wide programs, it is imperative that actors operating within the technological environments in the gig economy take personal responsibility for their own mental fitness and wellbeing. MBA903, Personal Performance and Resilience in the Technological Environment of the Gig Economy, explores the domain of personal mental fitness and wellbeing and expands these principles to include continual professional development as well as the important of personal professional networks, self-determination, the development and the maintenance of personal strength awareness.

2.2 Graduate Attributes for Postgraduate Courses

Graduates of Postgraduate courses from King's Own Institute will achieve the graduate attributes expected from successful completion of a Master's degree under the Australian Qualifications Framework (2nd edition, January 2013). Graduates at this level will be able to apply an advanced body of knowledge from their major area of study in a range of contexts for professional practice or scholarship and as a pathway for further learning.

King's Own Institute's generic graduate attributes for a master's level degree are summarised below:

	KOI Master Degree Graduate Attributes	Detailed Description
	Knowledge	Current, comprehensive and coherent knowledge, including recent developments and applied research methods
	Critical Thinking	Critical thinking skills to identify and analyse current theories and developments and emerging trends in professional practice

	Communication	Communication and technical skills to analyse and theorise, contribute to professional practice or scholarship, and present ideas to a variety of audiences
	Research and Information Literacy	Cognitive and technical skills to access and evaluate information resources, justify research approaches and interpret theoretical propositions
	Creative Problem Solving Skills	Cognitive, technical and creative skills to investigate, analyse and synthesise complex information, concepts and theories, solve complex problems and apply established theories to situations in professional practice
	Ethical and Cultural Sensitivity	Appreciation and accountability for ethical principles, cultural sensitivity and social responsibility, both personally and professionally
	Leadership and Strategy	Initiative, leadership skills and ability to work professionally and collaboratively to achieve team objectives across a range of team roles Expertise in strategic thinking, developing and implementing business plans and decision making under uncertainty
	Professional Skills	High level personal autonomy, judgement, decision-making and accountability required to begin professional practice

2.3 Subject Learning Outcomes

Listed below, are key knowledge and skills students are expected to attain by successfully completing this subject:

Subject Learning Outcomes	Contribution to Graduate Attributes
a) Examine method to develop both personal and organisational well-being	    
b) Formulate skills that sustain personal performance under pressure and lead to organisational resilience capacity in an enterprise-wide ecosystem	    
c) Compose strategies for developing skills as a process for positive results	    
d) Build an array of communication skills across personal, group and organisational levels	    

2.4 Subject Content and Structure

Below are details of the subject content and how it is structured, including specific topics covered in lectures and tutorials. Reading refers to the text unless otherwise indicated.

Weekly Planner:

Week (beginning)	Topic Covered in Each Week's Lecture	Reading(s)	Expected work as listed in Moodle
1 28 Oct	The emergence and evolution of Gig Economy	Oppong, Chapter 1	
2 04 Nov	Understanding mental health and wellbeing	Hasson & Butler, Chapter 1	



3 11 Nov	Five elements of wellbeing	Clifton and Harter, Chapter 1	A3 Forum Portfolio 1
4 18 Nov	Gig Economy and mental health and well-being	Hasson & Butler, Chapter 2	
5 25 Nov	Issue and challenges as gig workers	Mulcahy Chapter 5 Oppong Chapter 5	A3 Forum Portfolio 1
6 02 Dec	Overcoming fears of gig working nature	Oppong Chapter 11	A1 Gig Economy Analysis
7 09 Dec	Wellbeing opportunities as gig workers	Clifton & Harter, Chapter 2	A3 Forum Portfolio 1
8 16 Dec	Building personal and professional relationships	Various articles in the reading list	
9 06 Jan	Getting works done and stay positive	Oppong Chapter 6	
10 13 Jan	Tools for maintaining mental health and wellbeing	Various articles from the reading list	A2 – Research Report on Wellbeing Resources
11 20 Jan	The future of gig economy	Oppong chapter 13	
12 28 (Tue) Jan	Revision and reflection		A4 Personal Reflection
13 03 Feb	Study review week and Final Exam Week		
14 10 Feb	Examinations Continuing students - enrolments for T125 open	Please see exam timetable for exam date, time and location	
15 17 Feb	Student Vacation begins New students - enrolments for T125 open		
16 24 Feb	- Results Released - Review of Grade Day for T324 – see Sections 2.6 and 3.2 below for relevant information. - Certification of Grades NOTE: More information about the dates will be provided at a later date through Moodle/KOI email.		
T125 3 Mar 2025			
1 03 Mar	Week 1 of classes for T125		

2.5 Teaching Methods/Strategies

Briefly described below are the teaching methods/strategies used in this subject:

- *Lectures* (1 hour/week) are conducted in seminar style and address the subject content, provide motivation and context and draw on the students' experience and preparatory reading.
- *Tutorials* (2 hours/week) include class discussion of case studies and research papers, practice sets and problem-solving and syndicate work on group projects. Tutorials often include group exercises and so contribute to the development of teamwork skills and cultural understanding. Tutorial participation is an essential component of the subject and contributes to the development of many of the graduate attributes (see section 2.2 above). Tutorial participation contributes towards the assessment in many subjects (see details in Section 3.1 for this subject). Supplementary tutorial material such as case studies, recommended readings, review questions etc. will be made available each week in Moodle.
- *Online* teaching resources include class materials, readings, model answers to assignments and exercises and discussion boards. All online materials for this subject as provided by KOI will be found in the Moodle page for this subject. Students should access Moodle regularly as material may be updated at any time during the trimester
- *Other contact* - academic staff may also contact students either via Moodle messaging, or via email to the email address provided to KOI on enrolment.

2.6 Student Assessment

Provided below is a schedule of formal assessment tasks and major examinations for the subject.

Assessment Type	When Assessed	Weighting	Learning Outcomes Assessed
Assessment 1 (Individual) Gig Economy Analysis. Report of 1500 words	Week 6	20%	a, b and d
Assessment 2 (Individual) Research on mental wellbeing tools and platform – 2500 words	Week 10	30%	a, b, c and d
Assessment 3 (Individual): Forum Portfolio (3 forum each 10%) each answer is 300 words	Week 3, 5, 7	30%	a, b, c and d
Assessment 4 (Individual): Personal Reflection – 1500 words	Week 12	20%	a, b and d

Requirements to Pass the Subject:

To gain a pass or better in this subject, students must gain a *minimum of 50%* of the total available subject marks.

2.7 Prescribed and Recommended Readings

Provided below, in formal reference format, is a list of the prescribed and recommended readings.

Prescribed Text:

Clifton, J and Harter, J. 2021. *Wellbeing at work*. Gallup Press, New York

Hasson, G and Butler, D 2020. *Mental Health and Wellbeing in the Workplace : A practical guide for employers and employees*. John Wiley

Oppong.T. 2018. *Working in the Gig Economy: How to Thrive and Succeed When You Choose to Work for Yourself*. Kogan Page Limited.

Recommended Reading:

Ahmad, S., Sohal, A.S., Wolfram Cox, J. 2020. Leading well is not enough - A new insight from the ethical leadership, workplace bullying and employee well-being relationships. *European Business Review* Vol. 32 No. 2, 2020 pp. 159-180

Bellesia, F., Mattarelli, E., Bertolotti, F., Sobrero, M. 2019. Platforms as entrepreneurial incubators? How online labor markets shape work identity. *Journal of Managerial Psychology* Vol. 34 No. 4, pp. 246-268

Groselj, M. Cerne, M. Penger, S. Grah, B. 2021. Authentic and transformational leadership and innovative work behaviour: the moderating role of psychological empowerment. *European Journal of Innovation Management* Vol. 24 No. 3, pp. 677-706

Haddon, J. 2018. The impact of employees' well-being on performance in the workplace. *Strategic HR Review* Vol. 17 No. 2, pp. 72-75,

Hartman, N.S. Karriker, J.H. 2021. Preparing managers for a reconfigured world: management education's new gig. *Journal of Management Development* Vol. 40 No. 1, pp. 23-34

Keith, M.G. Harms, P. Tay, L. 2019. Mechanical Turk and the gig economy: exploring differences between gig workers. *Journal of Managerial Psychology* Vol. 34 No. 4, pp. 286-306

Kost, D. Fiedler, C. Wong, S.I. 2019. Boundaryless careers in the gig economy: An oxymoron? *Human Resource Management Journal* Volume 30, Issue 1, pp. 100-113

Larsson, M., Clifton, J., Schnurr, S. 2021. The fallacy of discrete authentic leader behaviours: Locating authentic leadership in interaction. *Leadership*. Vol. 17(4) 421-440

Lucia-Casademunt. A.M., Cuellar-Molina, D., Garcia-Cabrera, A.M. 2018. The role of human resource practices and managers in the development of well-being Cultural differences in the changing workplace. *Cross Cultural & Strategic Management*. Vol. 25 No. 4, 2018, pp. 716-740

McCombs, K. Williams, E. 2021. The resilient effects of transformational leadership on well-being: examining the moderating effects of anxiety during the COVID-19 crisis. *Leadership & Organization Development Journal*, Vol. 42 No. 8, pp. 1254-1266

Montgomery, T. Baglioni, S. 2021. Defining the gig economy: platform capitalism and the reinvention of precarious work. *International Journal of Sociology and Social Policy* Vol. 41 No. 9/10, pp. 1012-1025

Nura Jabagi, N. Croteau, A-M. Audebrand, L.K. Marsan, J. 2019. Gig-workers' motivation: thinking beyond carrots and sticks. *Journal of Managerial Psychology* Vol. 34 No. 4, 2019 pp. 192-213

Shahid, S. Muchiri, M.K. 2019. Positivity at the workplace. Conceptualising the relationships between authentic leadership, psychological capital, organisational virtuousness, thriving and job performance. *International Journal of Organizational Analysis* Vol. 27 No. 3, pp. 494-523

Watson, G.P, Kistler, L.D. Graham, B.A. Sinclair, R.R.2021. Looking at the Gig Picture: Defining Gig Work and Explaining Profile Differences in Gig Workers' Job Demands and Resources. *Group & Organization Management*, Vol. 46(2) 327-361

Useful Websites



The following websites are useful sources covering a range of information useful for this subject. However, most are not considered to be sources of Academic Peer Reviewed theory and research. If your assessments require **academic peer reviewed journal articles** as sources, you need to access such sources using the Library database, Ebscohost, or Google Scholar. Please ask in the Library if you are unsure how to access Ebscohost. Instructions can also be found in Moodle.

- AAPLI - www.appli.edu.au Journal of Clinical Psychology
- <https://onlinelibrary.wiley.com/journal/10974679> Journal of Management Development
- <https://www.emerald.com/insight/publication/issn/0262-1711> International Journal of Organizational Analysis
- <https://www.emerald.com/insight/publication/issn/1934-8835> Journal of Managerial Psychology
- <https://www.emerald.com/insight/publication/issn/0268-3946> Leadership & Organization Development Journal
- <https://www.emerald.com/insight/publication/issn/0143-7739> The International Journal of Wellbeing
- <https://www.internationaljournalofwellbeing.org/index.php/ijow> Positive Psychology Institute - www.positivepsychologyinstitute.com.au Review of General Psychology
- <https://journals.sagepub.com/home/rgp>