MBA903 Personal Performance and Resilience T326 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 Gazi Hossain gazi.hossain@koi.edu.au L: 7-11, 11 York Street 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

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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 digital economy take personal responsibility for their own mental fitness and wellbeing. MBA903, Personal Performance and Resilience in the various different type of economy, in particular digital 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.

In the fast moving and rapidly changing paradigm of digital economy, artificial intelligence (AI) is emerging as a significant enabler of **personal performance, employability, adaptability and individual resilience**. The integration of AI into professional and organisational environments provides individuals with enhanced capabilities to make more **informed, evidence-based and proactive decisions** regarding their performance and career development. Rather than functioning merely as a technological tool for automating routine activities, AI can support individuals in interpreting complex information, identifying emerging performance expectations, anticipating changes in occupational requirements and developing strategies for sustained professional effectiveness. From a resilience perspective, AI can support individuals in anticipating disruption, identifying alternative career pathways, monitoring changes in skill requirements and developing adaptive strategies. Thus, AI-enabled personal performance and resilience can be conceptualised as a **human–technology interaction process** in which AI provides analytical capacity, predictive insight and personalised support, while individuals provide contextual understanding, ethical judgment, creativity and self-direction.

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.

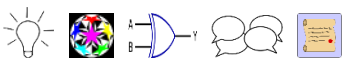
King's Own Institute's generic graduate attributes for a master's level degree are summarised below:

	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
Week 1 26 October	Introduction to Resilience and Psychological Resources	Jackson Chap 1 Crane Chap 2	
Week 2 02 November	Defining work-related resilience	Various chapter of the prescribed and recommended textbooks	
Week 3 09 November	Resilience Mindset Framework	Jackson Chap 3 & Chap 4	
Week 4 16 November	The foundation of modern resilience mindset	Various chapter of Costello and Green	A1 - Personal Resilience Profile
Week 5 23 November	Understanding Mental Health & Well-being	Hanson & Butler Chapter 5	
Week 6 30 November	Five elements of Well-being	Hanson & Butler Chapter 2	
Week 7 07 December	Getting the work done and stay positive	Oppong Chapter 6	A2 - Personal Performance Audit and Habit Redesign
Week 8 14 December	Mental Health and Well-being Toolbox	Various chapter of Costello and Green	
Week 9 04 January	Coping Mechanism and Management	Hanson & Butler Chapter 6	
Week 10 11 January	Resilience Plan : A strategic approach to optimizing your work performance and mental health	Various chapter of Costello and Green	A3a – Mental Health and Well-Being Toolkits
Week 11 18 January	Providing employees support in the workplace	Crane Chapter 5 & 6	A3b - Presentation Batch 1

Week 12 25 January	Building Resilience Team	Crane Chapter 9 & 10	A3b - Presentation Batch 2
Week 13 01 February	Study review week and Final Exam Week		
Week 14 08 February	- Final Exam Week - Continuing students - enrolments for T127 open	Please see the exam timetable for the exam date, time and location	
Week 15 15 February	- Student Vacation begins - New students - enrolments for T127 open		
Week 16 22 February	• Results Released • Review of Grade Day for T326 – 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.		
T127 01 March 2027			
Week 1 01 March	Week 1 of classes for T127		

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 – Report (Individual) Personal Resilience Profile (2500 words)	Week 4	30%	b, c, d

Assessment Type	When Assessed	Weighting	Learning Outcomes Assessed
Assessment 2 – Personal Performance Audit & Habit Re-Design Students are required to evaluate their personal performance system and redesign them using perfomance tools. - 3000 words	Week 7	30%	a, b, c and d
Assessment 3 – Mental Health and Well-being Toolkits (3000 words)	Week 10 (Report) Week 11 & 12 (Presentation)	40% (Report Week 10 - 25%) Presentation (Week 11 & 12 - 15%	a, b, c 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:

Costello, J (2020) Workplace Wellbeing : A Relational Approach. 1st edition Routledge

Green, C. (2024) – Minds Over Meetings : A Personal Perspective on Wellness in the Worksplace. Wiley Publishing. ISBN 978-1-394-28960-8

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

Recommended Reading:

Recommended Texts:

Crane, M. 2017. Managing for Resilience : A. Practical Guide for Employee Wellbeing & Organisational Performance. Routlege

Jackson, K. (2018) Resilience at Work : Practical Tools for Career Success. Taylor Francis

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

Suggested Conference/ Journal Articles: (Mandatory)

Ahmed, A.M. 2025. Employee Well-being and Productivity : The Role of Mental Health Programs in The Workplace. Eurasian Journal of Humanities and Education Research. Vol 1 (1).

Alisa, D. Sieg D. Munn, L. Robert, R. Swick, M. 2025. The Well-being Coaching Program : An Innovative Approach to Support and Empower Healthcare Workers. The Journal of Nursing Administration. Vol 55(1)

Brady, J. Hammer, LB, Westman, M. 2025. Supervisor Resilience Promotes Employee Well-being : The Role of Resources Crossover. Journal of Vocational Behaviour. Vol. 156.

Caputo, A. Tron, A. Sassetti, S. Giakoumelou, A and Colantoni, F. 2025. Managing Reslience through Social Sustainable Human Resources Approadh : The effect of Organisational Performance. Management Decision. Issue March.

Chang, YP. Doerzbacher, M. Wang, WJ. 2025. Harnessing Mindfulness : A Virtual Intervention to Support Healthcare Worker Well-being and Resilience. APHA Annual Meeting and EXPO.

Goel, R. Singla. J, Mittal, A. Arora, M. 2024. A Decade Analysis of Employees Well0being and Performance while working from home : A bibliometric Approach. Information Discovery and Delivery, Vol 53 (1)

Long, T. Cooke, FL and Mavondo,F. 2025. Developing Resilient Worksforce in the context of organisational change : The Role of Employee Assistance Programmes. The International Journal of Human Resource Management.

Kurian, J.S. 2024. *Navigating the Gig Economy : exploring challenges and motivation for the well-being of Gen Y and Gen Z gig workers*. Work, Industrial & Organisational Psychology. Vol 11 No.1

Tachkova, E. Brannon, G.E. 2025. Psychological Resilience and Crisis READINESS : Connecting Employee Well-being and Internal Crisis Communication. Journal of Communication Management.

Students are encouraged to read peer reviewed journal articles and conference papers. Google Scholar provides a simple way to broadly search for scholarly literature. From one place, you can search across many disciplines and sources: articles, theses, books, abstracts and court opinions, from academic publishers, professional societies, online repositories, universities and other web sites.

Major Conferences:

- **National Workplace Wellbeing Conference (WPWI):** A major event for CEOs, HR, and leaders focusing on performance, retention, and culture, 2026.
- **Wellbeing at Work Summit Australia:** Held in Sydney (Nov 10-11) and Melbourne (Nov 13), featuring global keynotes for HR & Wellbeing Leads.
- InterEdge Psychosocial Safety Summit (Melbourne, March 3-4, 2026) Brings global experts and leaders to address Australia's mental health crisis with actionable frameworks.
- **Neurodivergence Wellbeing Conference (NWC26):** (Gold Coast/Online) Focuses on neurodivergent voices, research, and genuine inclusion in systems and services.

Related & Focused Events:

- Workplace Health and Safety Shows: Feature the Psychosocial & Wellbeing Summit across Brisbane, Melbourne, and Sydney, addressing regulatory duties and psychosocial hazards.
- HR Leaders 2026 (Sydney, May 4-5) Explores evolving HR landscapes, including employee experience, resilience, and engagement.
- Healthcare Workplace and Safety Conference: (Melbourne, Aug 17-18, 2026) Co-located with the National Health Workforce Summit, focusing on safety in healthcare.
- **Liquid Learning's Thriving Through Change :** Brisbane, March 2026) Covers resilience, performance, and mental health.

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.

The following industry websites are useful introductory sources covering a range of information useful for this subject.

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- 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