



# SOWK12012 Organisational Practice

## Term 1 - 2024

Profile information current as at 30/04/2024 11:34 pm

All details in this unit profile for SOWK12012 have been officially approved by CQUniversity and represent a learning partnership between the University and you (our student). The information will not be changed unless absolutely necessary and any change will be clearly indicated by an approved correction included in the profile.

## General Information

### Overview

Organisations are encountered on a daily basis and shape the lives of people and communities, including service-users, clients and social workers themselves. A variety of human service organisations are located within complex social, political and cultural contexts; these, in turn, provide a vehicle for the implementation of policy and provision of human services by the welfare state. With social work practice predominantly taking place in, and shaped by, organisational context, developing an effective organisational practice is critical to the achievement of the aims and values of the social work profession. In this unit, you will develop knowledge of different organisational theoretical models to facilitate your ability to analyse and creatively consider organisational and system change. You will also develop and apply strategies to promote social and welfare work values of social justice and action the equality of opportunity in the provision of services to clients.

### Details

Career Level: *Undergraduate*

Unit Level: *Level 2*

Credit Points: 6

Student Contribution Band: 10

Fraction of Full-Time Student Load: 0.125

### Pre-requisites or Co-requisites

Successful completion of 48 credit points in any course.

Important note: Students enrolled in a subsequent unit who failed their pre-requisite unit, should drop the subsequent unit before the census date or within 10 working days of Fail grade notification. Students who do not drop the unit in this timeframe cannot later drop the unit without academic and financial liability. See details in the [Assessment Policy and Procedure \(Higher Education Coursework\)](#).

### Offerings For Term 1 - 2024

- Online

### Attendance Requirements

All on-campus students are expected to attend scheduled classes – in some units, these classes are identified as a mandatory (pass/fail) component and attendance is compulsory. International students, on a student visa, must maintain a full time study load and meet both attendance and academic progress requirements in each study period (satisfactory attendance for International students is defined as maintaining at least an 80% attendance record).

### Website

[This unit has a website, within the Moodle system, which is available two weeks before the start of term. It is important that you visit your Moodle site throughout the term. Please visit Moodle for more information.](#)

## Class and Assessment Overview

### Recommended Student Time Commitment

Each 6-credit Undergraduate unit at CQUniversity requires an overall time commitment of an average of 12.5 hours of study per week, making a total of 150 hours for the unit.

### Class Timetable

#### [Regional Campuses](#)

Bundaberg, Cairns, Emerald, Gladstone, Mackay, Rockhampton, Townsville

#### [Metropolitan Campuses](#)

Adelaide, Brisbane, Melbourne, Perth, Sydney

### Assessment Overview

#### 1. **Online discussion forum**

Weighting: 15%

#### 2. **Report**

Weighting: 35%

#### 3. **Written Assessment**

Weighting: 50%

### Assessment Grading

This is a graded unit: your overall grade will be calculated from the marks or grades for each assessment task, based on the relative weightings shown in the table above. You must obtain an overall mark for the unit of at least 50%, or an overall grade of 'pass' in order to pass the unit. If any 'pass/fail' tasks are shown in the table above they must also be completed successfully ('pass' grade). You must also meet any minimum mark requirements specified for a particular assessment task, as detailed in the 'assessment task' section (note that in some instances, the minimum mark for a task may be greater than 50%). Consult the [University's Grades and Results Policy](#) for more details of interim results and final grades.

## CQUniversity Policies

**All University policies are available on the [CQUniversity Policy site](#).**

You may wish to view these policies:

- Grades and Results Policy
- Assessment Policy and Procedure (Higher Education Coursework)
- Review of Grade Procedure
- Student Academic Integrity Policy and Procedure
- Monitoring Academic Progress (MAP) Policy and Procedure – Domestic Students
- Monitoring Academic Progress (MAP) Policy and Procedure – International Students
- Student Refund and Credit Balance Policy and Procedure
- Student Feedback – Compliments and Complaints Policy and Procedure
- Information and Communications Technology Acceptable Use Policy and Procedure

This list is not an exhaustive list of all University policies. The full list of University policies are available on the [CQUniversity Policy site](#).

## Previous Student Feedback

### Feedback, Recommendations and Responses

Every unit is reviewed for enhancement each year. At the most recent review, the following staff and student feedback items were identified and recommendations were made.

#### Feedback from Student feedback

##### Feedback

Staffing disruptions impacted on the success of the unit. There were some delays with receiving feedback for assessments.

##### Recommendation

This unit had previously been staffed consistently, but due to unforeseeable circumstances beyond the control of the school, staffing disruptions occurred, which may have impacted unit outcomes. This issue has since been resolved.

## Unit Learning Outcomes

### On successful completion of this unit, you will be able to:

1. Research and analyse organisational theoretical models, within the context of social systems and change, and apply those models to professional practice within human service organisations
2. Analyse a variety of organisational types and contexts, and evaluate their strengths and limitations in delivering human service organisation goals and social work outcomes
3. Evaluate organisational models for cross-cultural practice, including working with Aboriginal and Torres Strait Islander Peoples
4. Identify and apply appropriate strategies, consistent with professional values and ethics, for the resolution of dilemmas in organisational practice contexts.

The learning outcomes are aligned with the ASWEAS (2020) guidelines.

## Alignment of Learning Outcomes, Assessment and Graduate Attributes



### Alignment of Assessment Tasks to Learning Outcomes

Assessment Tasks	Learning Outcomes			
	1	2	3	4
1 - Online discussion forum - 15%	•			•
2 - Report - 35%	•		•	
3 - Written Assessment - 50%		•		•

### Alignment of Graduate Attributes to Learning Outcomes

Graduate Attributes	Learning Outcomes			
	1	2	3	4
1 - Communication	•	•	•	•

Graduate Attributes	Learning Outcomes			
	1	2	3	4
2 - Problem Solving	•	•	•	•
3 - Critical Thinking	•	•	•	•
4 - Information Literacy				
5 - Team Work				
6 - Information Technology Competence				
7 - Cross Cultural Competence				
8 - Ethical practice	•	•	•	•
9 - Social Innovation				
10 - Aboriginal and Torres Strait Islander Cultures				

## Alignment of Assessment Tasks to Graduate Attributes

Assessment Tasks	Graduate Attributes									
	1	2	3	4	5	6	7	8	9	10
1 - Online discussion forum - 15%	•	•	•					•		
2 - Report - 35%	•	•	•					•		
3 - Written Assessment - 50%	•	•	•					•		

## Textbooks and Resources

### Textbooks

There are no required textbooks.

### IT Resources

You will need access to the following IT resources:

- CQUniversity Student Email
- Internet
- Unit Website (Moodle)

## Referencing Style

All submissions for this unit must use the referencing style: [American Psychological Association 7th Edition \(APA 7th edition\)](#)

For further information, see the Assessment Tasks.

## Teaching Contacts

**Helen Hickson** Unit Coordinator  
[h.hickson@cqu.edu.au](mailto:h.hickson@cqu.edu.au)

## Schedule

### Week 1 - 04 Mar 2024

Module/Topic	Chapter	Events and Submissions/Topic
Introduction	Hughes & Wearing (2017). Chapter 1. 'Social Work in Organisations' in Organisations and Management in Social Work. Available in e-reading list	Overview of the subject and assessments. Introduction to human service organisations and social work roles in organisations.

### Week 2 - 11 Mar 2024

Module/Topic	Chapter	Events and Submissions/Topic
Organisational concepts and theories	Ozanne, E & Rose, D (2013), The Organisational Context of Human Service Practice, chapter 2, 'Theoretical perspectives on human service organisations.', Palgrave Macmillan, South Yarra. Available in e-reading list	Organisational practice concepts and theories of motivation, bureaucracy, scientific management, human relations approach - emergence of theory X and theory Y and human relations contexts

### Week 3 - 18 Mar 2024

Module/Topic	Chapter	Events and Submissions/Topic
Organisational Analysis	Hasenfeld, Y. (2000) Organizational forms as moral practices: The case of welfare departments. The Social Service Review. Vol 74(3), pp 329-253.	Understanding organisational environment analysis and its relevance to social work roles  <b>Understanding Organisations</b> Due: Week 3 Thursday (21 Mar 2024) 6:00 pm AEST

### Week 4 - 25 Mar 2024

Module/Topic	Chapter	Events and Submissions/Topic
Organisational Change	Jones and May (1992). Chapter 10. Change and resistance in organisations in Working in human service organisations: a critical introduction. Longman Cheshire.	Understanding the factors that influence how organisations change and the role of social workers as change agents

### Week 5 - 01 Apr 2024

Module/Topic	Chapter	Events and Submissions/Topic
Organisational culture	Schein, E. (2004). Concept of organizational culture : why bother? In Edgar H. Schein, Organizational culture and leadership (3rd ed., pp. 3-23). Jossey-Bass.  Agbényiga. (2011). Organizational culture-performance link in the human services setting. Administration in Social Work, 35(5).	Understanding the culture of an organisation and the social work role in supporting organizational culture.

### Vacation Week - 08 Apr 2024

Module/Topic	Chapter	Events and Submissions/Topic
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**Week 6 - 15 Apr 2024**

Module/Topic	Chapter	Events and Submissions/Topic
Leadership and Decision making	Vito, R. (2020) How do social work leaders understand and ideally practice leadership? A synthesis of core leadership practices, <i>Journal of Social Work Practice</i> , 34:3, 263-279. Available in e-reading list	Understanding different types of leadership roles in human service organisations and the role of social workers as community leaders

**Week 7 - 22 Apr 2024**

Module/Topic	Chapter	Events and Submissions/Topic
Organisational Practices	Bland, R. (2015). Chapter 1. A starting point: Understanding social work in mental health, in <i>Social work practice in mental health : an introduction</i> (Bland, Renouf and Tullgren, Eds.; Second edition). Sydney : Allen & Unwin.	Understanding the organisational roles and rules that influence the decisions that organisations make.  <b>Organisational Practice theories</b> Due: Week 7 Friday (26 Apr 2024) 6:00 pm AEST

**Week 8 - 29 Apr 2024**

Module/Topic	Chapter	Events and Submissions/Topic
Working in Private Practice		This week is about working in private practice.

**Week 9 - 06 May 2024**

Module/Topic	Chapter	Events and Submissions/Topic
Working in human service organisations	Maidment, J. (2009). Working in organizations. In Beddoe & Maidment, Mapping knowledge for social work practice : critical intersections (1st ed., pp. 70-85). Cengage Learning.	This week is about working in human service organisations, and includes professional identity, social work roles and some of the challenges of working in human service organisations.

**Week 10 - 13 May 2024**

Module/Topic	Chapter	Events and Submissions/Topic
Accountability and Participation	Payne, M. (2000) Power Issues in Open Teamwork. In Payne, <i>Teamwork in multiprofessional care</i> (pp. 141-167). Macmillan.	Understanding the requirements of accountability, performance measurements and active participation in human service organisations.

**Week 11 - 20 May 2024**

Module/Topic	Chapter	Events and Submissions/Topic
Resistance and Advocacy	McDonald, C. (2011). Chapter 9, Power and advocacy. In <i>Professional practice in human service organisations : a practical guide for human service workers</i> (pp. 183-203). Allen & Unwin.	This week is about resistance and advocacy in human service organisations.

**Week 12 - 27 May 2024**

Module/Topic	Chapter	Events and Submissions/Topic

Reflective practice and ethics in organisations

Morley, C., & O'Bree, C. (2021). Critical Reflection: An Imperative Skill for Social Work Practice in Neoliberal Organisations? *Social Sciences* 10, no. 3: 97.

This week is about reflective practice and ethics in human service organisations.  
Summary of unit topic  
Understanding the social work role in human service organisations

**Working in Human Service Organisations** Due: Week 12

Wednesday (29 May 2024) 6:00 pm AEST

#### Review/Exam Week - 03 Jun 2024

Module/Topic

Chapter

Events and Submissions/Topic

#### Exam Week - 10 Jun 2024

Module/Topic

Chapter

Events and Submissions/Topic

## Assessment Tasks

### 1 Understanding Organisations

#### Assessment Type

Online discussion forum

#### Task Description

Aim

The aim of this assessment is to enhance your understanding of human service organisations and the context of social work practice. Importantly, the assessment will require you to consider how social workers can work effectively within organisations and develop strategies to deal with complex practice issues in the context of an agency setting.

Instructions

This assessment requires you to analyse a human service organisation and consider the theoretical models about organisational practice that will be presented in the lectures. You will need to make an online forum post in Moodle to demonstrate your organisational analysis. Your post needs to thoughtfully address the questions and provide a brief outline of the information you have gathered, together with your opinion or viewpoint.

You need to choose a human service organisation in your local community or an organisation that you are otherwise familiar with. You could conduct your research online, or you might choose to visit the organisation and ask some questions. You could research an organisation where you are interested in a social work placement.

You are encouraged to read other student contributions to the online forum and respond with your thoughts and ideas, but this is not a requirement.

Your post will also need to be uploaded as a word document in Turnitin for similarity checking and marking.

The rubric for allocation of marks is available on Moodle in the assessment tab.

The questions that you need to answer will be uploaded into the discussion forum in Moodle in week 1.

#### Assessment Due Date

Week 3 Thursday (21 Mar 2024) 6:00 pm AEST

#### Return Date to Students

Week 5 Friday (5 Apr 2024)

#### Weighting

15%

#### Assessment Criteria

**Word Limit 750 words**

You must remain within 10% of the word limit. The word count is considered from the first word of the introduction to the conclusion's last word. It excludes the cover page and reference list. It includes in-text references and direct quotations.

Penalties will apply for late submissions as per CQUniversity's late submission procedure.

### **Literature and references**

In this assessment, use at least 3 academic references (<5 years) to support your analysis.

You may also use seminal scholarly literature where relevant. Suitable references include peer-reviewed journal articles as well as textbooks and credible websites. When sourcing information, consider the 5 elements of a quality reference: currency, authority, relevance, objectivity, and coverage.

Grey literature sourced from the internet must be from reputable websites such as from government, university, or peak national bodies: for example, the Australian Association of Social Workers.

You should correctly reference any information that you gather from personal interviews or from the organisation's website.

### **Requirements**

- Use a conventional and legible size 12 font, such as Times New Roman or Arial, with 2.0 line spacing and 2.54 cm page margins (standard pre-set margin in Microsoft Word).
- Include page numbers on the top right side of each page in a header.
- You may write in the first-person perspective.
- Use formal academic language.
- Use the seventh edition American Psychological Association (APA) referencing style. The CQUniversity Academic Learning Centre has an online APA Referencing Style Guide.

### **Resources**

- You can use unit provided materials and other credible sources (e.g. journal articles, books) to reference your argument. The quality and credibility of your sources are essential.
- We recommend you access your discipline-specific library guide: the Social Work and Community Services Guide.
- We recommend you use EndNote to manage your citations and reference list. More information on how to use EndNote is available on the CQUniversity Library website.
- For information on academic communication, please go to the Academic Learning Centre Moodle site. The Academic Communication section has many helpful resources, including information for students with English as a second language.
- Submit a draft before the due date to review your Turnitin Similarity Score before making a final submission. Instructions are available here.

### **Generative AI**

Generative artificial intelligence (Gen-AI) includes a range of computer programs that use data sets and computer-generated information to create new content. For this assessment you may use Gen-AI to help you to understand the question, explain research concepts and check references are in the correct format. If you use Gen-AI, you should include a statement that declares that you have used Gen-AI and how you have used Gen-AI.

You should not use Gen-AI in the creation or critical analysis of the content or to write or rewrite any part of your assessment.

You should be aware that Gen-AI output can be incorrect and can include fictitious references and sources.

### **References**

There are no prescribed references for this assessment.

### **Learning Outcomes Assessed**

- Research and analyse organisational theoretical models, within the context of social systems and change, and apply those models to professional practice within human service organisations
- Identify and apply appropriate strategies, consistent with professional values and ethics, for the resolution of dilemmas in organisational practice contexts.

### **Referencing Style**

- [American Psychological Association 7th Edition \(APA 7th edition\)](#)



## Submission

Online

### Submission Instructions

You are required to submit your assignment in two places. Firstly, upload your online forum post to the Moodle discussion site, which will be open in week 1 of term. Secondly, you need to submit your assessment in Microsoft word format via the assignment submission portal in for marking.

### Learning Outcomes Assessed

- Research and analyse organisational theoretical models, within the context of social systems and change, and apply those models to professional practice within human service organisations
- Identify and apply appropriate strategies, consistent with professional values and ethics, for the resolution of dilemmas in organisational practice contexts.

### Graduate Attributes

- Communication
- Problem Solving
- Critical Thinking
- Ethical practice

## 2 Organisational Practice theories

### Assessment Type

Report

### Task Description

Aim

The aim of this assessment is for you to explore the connection between organisational practice theories and social work practice. In this assessment you will develop your knowledge and skills about organisational theory and practice and reflect on the theoretical perspectives that influence social work practice in human service organisations.

Instructions

You are writing a report about organisational practice theories that influence social work practice in human service organisations. You should refer to the concepts that are discussed in the course content and references provided.

Your report should include three sections:

1. Describe a human service organisation
  - Briefly describe a human service organisation such as your workplace or a human service organisation that you are familiar with.
  - Explain the main business of the organisation and your connection to the organisation. You should refer to the concepts that are discussed in the course content and references provided.
2. Organisational change
  - Briefly describe an organisational change that you have experienced in connection with this organisation.
  - Outline the key aspects of this organisational change that are relevant to social work practice.
  - Describe one thing that the organisation could do differently to improve the outcome. You should refer to the concepts that are discussed in the course content and references provided.
3. Organisational culture
  - Report on your observations of organisational culture in this human service organisation. You should refer to the concepts that are discussed in the course content and references provided. This could include whether the organisation is welcoming to staff and clients, does the culture allow for diversity. How do you know this?
  - Outline the key aspects of organisational culture that are important for social work practice.
  - Report on whether you think the organisation is accessible for Aboriginal and Torres Strait Islander People. Identify one thing the organisation could do to improve their cross-cultural practice.
  - Reflect on your positioning with this organisation. Is this an organisation that would be an interesting option for placement and explain your reasons.

The rubric for allocation of marks is available on Moodle in the assessment tab.

### Assessment Due Date

Week 7 Friday (26 Apr 2024) 6:00 pm AEST

### Return Date to Students

Week 9 Friday (10 May 2024)

## **Weighting**

35%

## **Assessment Criteria**

Word Limit 1,500 words

You must remain within 10% of the word limit. The word count is considered from the first word of the introduction to the conclusion's last word. It excludes the cover page and reference list. It includes in-text references and direct quotations.

Penalties will apply for late submissions as per CQUniversity's late submission procedure.

## **Literature and references**

Use at least 10 references (<10 years) to support your discussion in this assessment. You may also use seminal scholarly literature where relevant. Suitable references include peer-reviewed journal articles, textbooks, and credible websites. When sourcing information, consider the five elements of a quality reference: currency, authority, relevance, objectivity, and coverage. Grey literature sourced from the internet must be from reputable websites such as government, university, or peak national bodies, such as the Australian Association of Social Workers.

## **Requirements**

- Use a conventional and legible size 12 font, such as Times New Roman or Arial, with 1.5 line spacing or double line spacing and 2.54cm page margins (standard pre-set margin in Microsoft Word).
- Include a title page including details of the unit code and name, unit coordinator, assessment number and word count.
- Include page numbers on each page in a footer.
- Write in the first or third-person perspective.
- Use formal academic language.
- Use the seventh edition American Psychological Association (APA) referencing style. The CQUniversity Academic Learning Centre has an online APA Referencing Style Guide.

## **Resources**

- You can use unit provided materials and other credible sources (e.g. journal articles, books) to reference your argument. The quality and credibility of your sources are essential.
- We recommend you access your discipline-specific library guide: the Social Work and Community Services Guide.
- We recommend you use EndNote to manage your citations and reference list. More information on how to use EndNote is available on the CQUniversity Library website.
- For information on academic communication, please go to the Academic Learning Centre Moodle site. The Academic Communication section has many helpful resources, including information for students with English as a second language.
- Submit a draft before the due date to review your Turnitin Similarity Score before making a final submission. Instructions are available here.

## **Generative AI**

Generative artificial intelligence (Gen-AI) includes a range of computer programs that use data sets and computer-generated information to create new content. For this assessment you may use Gen-AI to help you to understand the question, explain research concepts and check references are in the correct format. If you use Gen-AI, you should include a statement that declares that you have used Gen-AI and how you have used Gen-AI.

You should not use Gen-AI in the creation or critical analysis of the content or to write or rewrite any part of your assessment.

You should be aware that Gen-AI output can be incorrect and can include fictitious references and sources.

## **Submission**

Submit your assessment via the unit Moodle site in Microsoft Word format only.

## **References**

There are no prescribed references for this assessment.

## **Learning Outcomes Assessed**

- Research and analyse organisational theoretical models, within the context of social systems and change, and apply those models to professional practice within human service organisations

- Evaluate organisational models for cross-cultural practice, including working with Aboriginal and Torres Strait Islander Peoples

### Referencing Style

- [American Psychological Association 7th Edition \(APA 7th edition\)](#)

### Submission

Online

### Learning Outcomes Assessed

- Research and analyse organisational theoretical models, within the context of social systems and change, and apply those models to professional practice within human service organisations
- Evaluate organisational models for cross-cultural practice, including working with Aboriginal and Torres Strait Islander Peoples

### Graduate Attributes

- Communication
- Problem Solving
- Critical Thinking
- Ethical practice

## 3 Working in Human Service Organisations

### Assessment Type

Written Assessment

### Task Description

Aim

The aim of this assessment is for you to develop your knowledge of social work practice in human service organisations and in private practice in Australia.

Instructions

This assessment task requires you to research social work practice in contemporary human service organisations. There are resources available on the AASW website if you are a member, but they are not required for this assessment. You should only use Australian examples and references in this assessment and refer to the Australian social work practice context.

You should refer to the concepts that are discussed in the course content and references provided.

You are required to develop a written report that addresses the following areas:

- What is a private practice social worker?
- How can you become a private practice social worker?
- What does a private practice social worker do?
- What does a social worker who is interested in private practice need to know about setting up their own business?
- Why are social workers motivated to work in private practice?
- What are the ethical issues that a social worker in private practice needs to consider?
- What are three income streams that private practice social workers might be interested in targeting?
- Search on the internet for three private practice social workers in Australia. Briefly describe the type of services that they offer and comment about their web page. Who is the target group and is the practice accessible to diverse communities?
- Reflect on your thoughts about social work in private practice. Is this a field that you are interested in? Briefly describe why or why not.

This written assessment can be presented in different ways and you can choose the presentation style that you prefer. You might like to develop a booklet or written report in a word document.

The rubric for allocation of marks is available on moodle in the assessment tab.

### Assessment Due Date

Week 12 Wednesday (29 May 2024) 6:00 pm AEST

## **Return Date to Students**

Exam Week Friday (14 June 2024)

## **Weighting**

50%

## **Assessment Criteria**

Word Limit 2,500 words

You must remain within 10% of the word limit. The word count is considered from the first word of the introduction to the conclusion's last word. It excludes the cover page and reference list. It includes in-text references and direct quotations.

Penalties will apply for late submissions as per CQUniversity's late submission procedure.

## **Literature and references**

Use at least 10 references (<10 years) to support your discussion in this assessment. You may also use seminal scholarly literature where relevant. Suitable references include peer-reviewed journal articles, textbooks, and credible websites. When sourcing information, consider the five elements of a quality reference: currency, authority, relevance, objectivity, and coverage. Grey literature sourced from the internet must be from reputable websites such as government, university, or peak national bodies, such as the Australian Association of Social Workers.

## **Requirements**

- Use a conventional and legible size 12 font, such as Times New Roman or Arial, with 1.5 line spacing or double line spacing and 2.54cm page margins (standard pre-set margin in Microsoft Word).
- Include a title page including details of the unit code and name, unit coordinator, assessment number and word count.
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- Use formal academic language.
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## **Resources**

- You can use unit provided materials and other credible sources (e.g. journal articles, books) to reference your argument. The quality and credibility of your sources are essential.
- We recommend you access your discipline-specific library guide: the Social Work and Community Services Guide.
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You should not use Gen-AI in the creation or critical analysis of the content or to write or rewrite any part of your assessment.

You should be aware that Gen-AI output can be incorrect and can include fictitious references and sources.

## **Submission**

Submit your assessment via the unit Moodle site in Microsoft Word format only.

## **References**

There are no prescribed references for this assessment.

### Learning Outcomes Assessed

- Analyse a variety of organisational types and contexts, and evaluate their strengths and limitations in delivering human service organisation goals and social work outcomes
- Identify and apply appropriate strategies, consistent with professional values and ethics, for the resolution of dilemmas in organisational practice contexts.

### Referencing Style

- [American Psychological Association 7th Edition \(APA 7th edition\)](#)

### Submission

Online

### Learning Outcomes Assessed

- Analyse a variety of organisational types and contexts, and evaluate their strengths and limitations in delivering human service organisation goals and social work outcomes
- Identify and apply appropriate strategies, consistent with professional values and ethics, for the resolution of dilemmas in organisational practice contexts.

### Graduate Attributes

- Communication
- Problem Solving
- Critical Thinking
- Ethical practice

## Academic Integrity Statement

As a CQUniversity student you are expected to act honestly in all aspects of your academic work.

Any assessable work undertaken or submitted for review or assessment must be your own work. Assessable work is any type of work you do to meet the assessment requirements in the unit, including draft work submitted for review and feedback and final work to be assessed.

When you use the ideas, words or data of others in your assessment, you must thoroughly and clearly acknowledge the source of this information by using the correct referencing style for your unit. Using others' work without proper acknowledgement may be considered a form of intellectual dishonesty.

Participating honestly, respectfully, responsibly, and fairly in your university study ensures the CQUniversity qualification you earn will be valued as a true indication of your individual academic achievement and will continue to receive the respect and recognition it deserves.

As a student, you are responsible for reading and following CQUniversity's policies, including the [Student Academic Integrity Policy and Procedure](#). This policy sets out CQUniversity's expectations of you to act with integrity, examples of academic integrity breaches to avoid, the processes used to address alleged breaches of academic integrity, and potential penalties.

### What is a breach of academic integrity?

A breach of academic integrity includes but is not limited to plagiarism, self-plagiarism, collusion, cheating, contract cheating, and academic misconduct. The Student Academic Integrity Policy and Procedure defines what these terms mean and gives examples.

### Why is academic integrity important?

A breach of academic integrity may result in one or more penalties, including suspension or even expulsion from the University. It can also have negative implications for student visas and future enrolment at CQUniversity or elsewhere. Students who engage in contract cheating also risk being blackmailed by contract cheating services.

### Where can I get assistance?

For academic advice and guidance, the [Academic Learning Centre \(ALC\)](#) can support you in becoming confident in completing assessments with integrity and of high standard.

### What can you do to act with integrity?



#### Be Honest

If your assessment task is done by someone else, it would be dishonest of you to claim it as your own



#### Seek Help

If you are not sure about how to cite or reference in essays, reports etc, then seek help from your lecturer, the library or the Academic Learning Centre (ALC)



#### Produce Original Work

Originality comes from your ability to read widely, think critically, and apply your gained knowledge to address a question or problem