



GRADUATE INDUSTRY PLACEMENT SCHOLARSHIP

The Program

The **Postgraduate Industry Placement** program is coordinated through the Community Engagement Office. It offers a structured workplace experience for graduate students. Students are placed with an industry under a collaborative sponsored agreement for 12 months to undertake and complete a project(s) as directed by the industry supervisor while continuing to study for an appropriate University of Adelaide Masters Degree.

Benefits for Students

- Stipend scholarship payments for project activities of up to **\$30,000**.
- Links with a company to gain valuable industry experience.
- Enhancement of skills through relevant real-world project.
- Development of links with industries/organisations for future employment

Collaborating Industry/Organisation

The Defence Science and Technology Organisation (DSTO) is part of Australia's Department of Defence. DSTO is the Australian Government's lead agency charged with applying science and technology to protect and defend Australia and its national interests.

Project Title – G05/10

Leadership in the Army: Examining the relationship between organisational learning and leadership qualities and behaviours

Objective of Project

The student will be working as part of an integrated multi-disciplinary team of social scientists in the DSTO Army Learning Organisation (DALO) Research Team. Current work within the team is focused on supporting Army in its efforts to become a learning organisation by providing a learning profile of Army work places with a view to identify factors that either encourage or inhibit learning at the individual, group and organisational levels.

To complement this work, it is anticipated that the student will examine leadership qualities and practices within the Army context and how this relates to the learning organisation. Although there is scope for the student to develop their own project (with guidance) according to their particular interests, the project should be aligned with the DALO research team's work in the learning organisation area. Potential areas for investigation include:

- examining leadership qualities and behaviours that are reported within relevant literature;
- profiling the particular leadership qualities and behaviours, and models that are favoured within the Army;
- determining whether there is a discord between the defined leadership models and behaviours specified by the Army and the leadership styles and behaviours that are actually practiced,
- examining the leadership qualities and behaviours that support and inhibit learning within the Army, and
- if appropriate, proposing an alternative leadership model which promotes effective learning.





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This project may involve the student undertaking their own data collection in the form of administering (and potentially devising) questionnaires and/or conducting interviews with Army personnel in conjunction with the team's own research initiative, or may involve examining pre-existing data from the team in new ways. It should be noted that in any interactions with Army personnel the student would always be accompanied by civilian members of the DALO research team who would help facilitate interactions.

In addition, the DALO research team is happy to facilitate a student placement within the team to assist the student in completing the requirements for the Master's program.

Project Specification and Timetable

It is expected that the project will involve the following tasks:

- Literature Review (approximately 3 months);
- Research proposal and Ethics approval (approximately 2 months);
- Data Collection (approximately 2 months);
- Data Analysis (approximately 2 months);
- Thesis write up (approximately 3 months).

Personal Requirements

Desirable characteristics to undertake this project include:

- the ability to undertake literature reviews;
- sound knowledge of various research tools (e.g., quantitative/qualitative data collection and analysis techniques, statistical analysis, SPSS etc.);
- demonstrated problem-solving ability;
- demonstrated time management skills and the ability to meet project timelines;
- the ability to be adaptable and flexible;
- the ability to work independently;
- the ability to work as part of a multi-disciplinary team; and
- well developed written and oral communication and interpersonal skills;

Academic Qualifications

An Honours degree in psychology and currently undertaking a **Masters Degree in Organisational Psychology**.

Other Requirements

Ideally the student should have:

- An interest in understanding organisational performance, development, change and learning;
- An interest in qualitative and/or quantitative approaches (e.g., administer questionnaires/conduct interviews);
- A willingness to potentially travel interstate (DSTO funded) to talk to academics, industry and Defence; and
- Must be an Australian citizen, be prepared to undergo a police check and meet any security requirements



STUDENT-INDUSTRY PARTNERSHIPS

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INFORMATION FOR STUDENTS



Division and Contact Person

Christina Stothard-
LOD, DSTO
Ph 08 8259 4843;

Veneta MacLeod
LOD, DSTOPh
08 8259 4121

Maya Drobnjak
LOD, DSTO
Ph 08 8259 5223

Applications

Applications to be submitted by email to <mailto:tania.johnson@adelaide.edu.au>
Please include project title, resume and academic transcripts.



CRICOS Provider Number 00123M