



**INDEPENDENT CONTRACTORS (EXTERNAL MARKERS)
DEPARTMENT OF INDUSTRIAL & ORGANISATIONAL
PSYCHOLOGY SCHOOL OF MANAGEMENT SCIENCES
COLLEGE OF ECONOMICS & MANAGEMENT SCIENCES
UNIVERSITY OF SOUTH AFRICA**

CEMS/IOP/04/2024

Assessment is an integral part of curriculum development as outlined in the Curriculum Policy. During curriculum development, an assessment strategy is developed that is aligned to the ODeL Policy and strategy of UNISA. Assessment can have different focuses, namely to:

- improve the quality of students' learning experiences by focusing on significant knowledge, skills, attitudes and values, and providing motivation to work through the material through tasks and feedback, known as assessment for learning.
- b) focus on the ability to transfer knowledge to new contexts and to apply knowledge in specific contexts in line with the NQF level descriptors and other taxonomies of learning.
- c) focus on programmatic and graduate attributes and critical cross-field outcomes in assessment of learning.
- d) make academic judgements related to diagnostics, placements competence, progression and/or qualification completion; and as a feedback mechanism to improve curricula, known as assessment of learning; and to
- e) create opportunities for students to engage with the content, with their context, with the lecturer and with fellow students (**Unisa Assessment Policy, 2011**).

The Department of Educational Foundations is inviting suitable applicants for providing assessment services to be appointed as independent contractors (markers) on a yearly basis. The purpose of this positions is to appoint competent and suitable candidates to complete and execute assessment task professionally and ethically align to the Assessment Policy and Guidelines.

Requirements: Industrial and Organisational Psychology

- Applicable and relevant equivalent to **NQF level 9** (MCom/MAdmin/MEd/MPhil/MTech/MEd OR **NQF level 10** (e.g. PhD/DEd/DPhil/DTech) Specialization in **Industrial and Organisational Psychology or any related disciplines.**
- **Registration with a professional body will be an added advantage.**

Duties:

- Complete and execute assessment task professionally
- Comply and adhere to all Unisa tuition, assessment and examination and plagiarism policies and guidelines
- Act in the ethical and professional manner dealing with all assessment tasks
- Execute duties as stipulated in contract and task agreement
- Marking of assessment tasks fairly and consistently
- Meet deadlines of allocated assessment task
- Attend markers meeting and submit marking reports timeously
- Maintain confidentiality of all assessment tasks

Knowledge, skills and abilities

- Basic knowledge of the discipline applying for
- Basic knowledge of assessment and assessment practices
- Basic knowledge of marking and procedures
- Basic knowledge of constructive feedback on assessment tasks
- Basic knowledge of academic dishonesty and plagiarism
- Knowledge of teamwork/leadership skills
- Good interpersonal and communication skills (listening, speaking, reading and writing)
- Must be honest / ethical and show empathy when required to mark assessment tasks
- Must have good problem-solving and decision-making skills
- Must be service orientated (Actively looking for ways to help and support lecturer or students)
- Must have good time management skills
- Ability to resolve conflict and maintain confidentiality of all assessment tasks
- Ability to work under pressure with adherence to deadlines

Recommendations:

- Computer and Internet skills
- Have own desktop computer or laptop and internet connectivity (no computers or data bundles will be provided)
- Advanced communication skills and proficiency in English
- Digital literacy skills – competent in ICT and online learning environments
- Experience in online marking tools or software or LMS (Moodle will be an advantage)
- Commitment to marking and meeting deadlines for all assessments
- Friendly, patient, and sensitive to a diversity of students

To apply please fill the application form by clicking the below link and submit the following documents via e-mail.

<https://forms.office.com/r/zvuJH7WeDe>

- 1) An application letter indicating willingness to mark assignments and/or exam scripts for any of the modules listed below.
- 2) Comprehensive **UPDATED** and signed curriculum vitae (most recent)
- 3) Only a certified copy of the **HIGHEST** qualification as per requirement
- 4) Certified copy of ID/Passport and valid visa

Please write the module code of the module you are applying for on the subject line of the e-mail.

Note: The required documents should be submitted as a single file (one PDF) to the email provided below.

Email the supporting documents to cemsmakers@unisa.ac.za and write the module code as a subject.

Assumption of duty: The candidates will have to undergo **an interview (either face-to-face or Microsoft Teams)** and **online Moodle training sessions**. Completion of the prescribed training on various aspects of Marking on the Moodle platform is compulsory.

Closing date: 31 October 2023

Independent Contractor (MARKER) positions are available in the modules listed in the Departments.

Module Code	Module Name	Purpose of module	Department	Number of Markers Required
IOP2607	Workgroup Dynamics and Diversity	This module is intended for students who are pursuing a career in the field of industrial and organisational psychology, including practitioners in the field of human resources. The purpose of learning in this module is to enable students to develop a solid knowledge base and sound understanding of the theory and practical implications of workgroup dynamics and diversity in the organisational context for the purpose of improving workplace dynamics, employee productivity and organisational effectiveness.	Department of Industrial & Organisational Psychology in the School of Management Sciences	2 Markers
HMEMS80	Research Methodology (Honours)	The purpose of this module is to serve as a generic research methodology module that will allow students to learn about general research processes, different approaches and a number of specific research designs and techniques. The module furthermore enables students to apply planning and organising skills in the process of preparing a research proposal of limited scope, based on a given topic.	Department of Industrial & Organisational Psychology in the School of Management Sciences	2 Markers

We welcome applications from persons with disabilities

