MGT210 202375A

Additional Assessment 3 – Assess key OB practices at a top employer

**Value:** 30%

**Due Date:** Wednesday, 3rd January 2024

**Length:** 2,500 words +/- 10%

**Group Assessment:** No

**Submission method options:** FOBJBS-Subject-Admin@csu.edu.au

# Introduction

This assessment is about identifying and explaining contemporary Organisational Behaviour (OB) theories and concepts in the context of a particular real organisation, and assessing OB effective practices of the organisation.

# Task

Select one (1) company from the 143 companies in China certified by the Top Employers Institute [Certified Top Employers Search (top-employers.com)](https://www.top-employers.com/en/certified-top-employers-search/?country=CN&page=1). Familiarise yourself with the organisation through some initial reading and research.

Write a report structured as per below that (a) **describes** and (b) **critically assesses** three OB practices of the chosen organisation with reference to relevant concepts & theories.

The three OB practices are:

* Motivators
* Work teams
* One other OB practice of your choice.

## Report structure

1. **Introduction to the company** (about 150 words; 5%).

Briefly profile the company’s operations, size, structure, etc.

1. **Rationale for certification** (about 150 words; 5%)

Briefly discuss why the company has been able to achieve top employer certification. (Tip: Search for ‘Top employer certification’ in the organisation’s website.

1. **Motivators** (about 500 words; 20%)

Drawing on Topic 3/Chapter 8, describe and assess relevant motivators (e.g. intrinsic or extrinsic rewards, benefits) that motivate employees to help the organisation achieve Top Employer status.

1. **Work teams** (about 500 words; 20%)

Drawing on Topic 5/Chapter 10, describe and assess the role of work groups or teams in the organisation. For example, what types of teams does the organisation use? How does it create effective teams?

1. **One other OB practice** (about 500 words; 20%)

Identify one (1) other main OB practice from Topics 6 to 11 that you think is relevant in understanding why the organisation has top employer status. Draw on the concepts and theories presented in that topic to describe and assess how well the theory works in practice in your chosen organisation.

1. **Reflection** (about 500 words; 20%)

Explain whether or not you would consider working for this company. (Tip: Check the company’s ‘Career’ page for further information.) Include a reflection on your own behaviours and their ‘fit’ with the organisation. Draw on content from Topic 2 (Individual aspects of OB) and Topic 4 (Learning & Reinforcement) to support your reasoning.

1. **Conclusion** (about 150 words; 5%)

Summarise the important points made in the body of your report and provide a summary analysis of the material.

1. **References** (not included in the word limit)

Evidence each claim you make with one of the following three sources only:

* The company website
* The Top Employer Institute website
* The textbook

Please set out references in-text (author-date style) and provide full citations in your List of References.

Note: A 5% weighting is reserved for Academic writing.

# General advice

Each theory/model used in the report needs to be sufficiently explained. Please aim for no more than 50% description and no less than 50% analysis/assessment/evaluation.

Be sure to link your reasons back to concepts and theories in the textbook. Undertake your own research as part of your preparation of this assessment.

Use academic language and writing style to communicate your ideas clearly. Please check that your written material is presented with no spelling, grammatical or punctuation errors AND referencing demonstrates academic integrity.

You are encouraged to use tables and other visual tools for presenting information in the report. Please note that each table/figure needs to be labelled properly with the table number and descriptive title above the table.

# Report formatting

• This assignment should be presented in a report format and include a cover page, a table of contents***. You must use appropriate headings/subheadings.*** Please note that in-text citations, visuals and headings are included in the word count, however citations in the List of References are not included in the word count.

• The reference list to be on a separate last page. As per the CSU Referencing Policy, proper referencing is required for each task. All sources need to be relevant, traceable and acknowledged with in-text citations and a reference list entry. Please use the APA 7 referencing format, which can be found at <https://www.csu.edu.au/current-students/learning-resources/build-your-skills/academic-skills-help/referencing>. The URL should be provided for online sources

• On the cover page, please add your name, student ID number, the name of the subject (MGT210) and the assessment item number (Assessment Item 2)

• Use 12-point font size, 1.5 line spacing, and page numbers.

• Insert the page number on the footer of each page.

• Appendices may be used but note that an appendix should contain only supplementary stand-alone information that is not core to the paper. Information in appendices will not be assessed.

• Additional information to assist you with your assignment can be found here:

https://www.csu.edu.au/current-students/learning-resources/build-your-skills/

academic-skills-help/academic-writing-essays

• The CSU report checklist can be found here: http://student.csu.edu.au/\_\_data/assets/

pdf\_file/0019/830350/Report-Writing-Checklist.pdf

• You must keep to the stipulated word count. A reduction of up to 2 marks may be

applied for exceeding the stipulated word count, and excess words may not be

marked.

# Submission

FOBJBS-Subject-Admin@csu.edu.au

# RATIONALE

## SUBJECT LEARNING OUTCOMES

This assessment task will assess the following learning outcome/s:

* be able to identify and explain the contemporary Organisational Behaviour (OB) theories and concepts about behaviour of people in organisations as individuals or as members of collective groups and cultures.
* be able to reflect on your own behaviour and that of others within organisations based on OB theories and concepts.
* be able to explain what motivates individuals' behaviour in organisations and create suggestions for managing their behaviour based on OB theories and concepts.
* be able to assess the role of work teams and groups in an organisation and recommend strategies to manage performance of teams and groups.
* be able to assess effective practices of an organisation, identify key issues and formulate and apply appropriate managerial strategies for enhancing the performance of an organisation and its people.

## GRADUATE LEARNING OUTCOMES

This task also contributes to the assessment of the following Charles Sturt Graduate Learning

Outcome/s (https://www.csu.edu.au/current-students/studying/subject-enrolment/graduatelearning-

outcomes):

• Academic Literacy and Numeracy (Skill) - CSU Graduates demonstrate the literacy and

numeracy skills necessary to understand and interpret information and communicate

effectively according to the context.

• Information and Research Literacies (Skill) - CSU Graduates demonstrate the skills

required to locate, access and critically evaluate existing information and data.

# MARKING CRITERIA AND STANDARDS

Same format at the original Assignment 3 with the exception of Criterion 1.

* Criterion 1: Sources (0%) All three sources (company website, Top Employer Institute, textbook) are appropriately referred to throughout the assignment.
* Criterion 2: Introduction & Conclusion (10%)
* Criterion 3: Rationale for certification (5%)
* Criterion 4: Description & assessment of Motivators (20%)
* Criterion 5: Description & assessment of Work teams (20%)
* Criterion 6: Description & assessment of one other OB practice from Topics 6 to 11 (20%)
* Criterion 7: Reflection of own OB behaviours & fit with the organisation (20%)
* Criterion 8: Academic writing (including grammar, spelling & punctuation) and referencing (5%)