

Assessment 2: Applying organisational behaviour theory to modern and future organisations

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Instructions

Overview

Length: 2500 words (+/-10%)

Weight: 50%

Due date: End of Week 3 (11.59pm Sunday)

In Week 2 you examined a number of organisational theories and their implications for understanding organisational behaviour. In Week 3 you explored the changing nature of organisations and of work. In this assessment, you will explore the notion that organisations are complex. You will need to choose an organisation and assume the role of the CEO for this organisation. The organisation that you identify in this assessment will also be used for Assessment 3.

This assessment supports unit learning outcomes 1, 2 and 3.

Task

1. Choose either an organisation you work at, have worked at or know well. It can be public or private sector but has more than 250 employees. It might be an international organisation or Australian but is distributed (with offices in more than one state or country).
 - a. Explicate what the organisation does, its vision, its structure, its management structure, how long it has existed and the extent to which it is successful/not successful in meeting its vision/goals. (an example of a case study is provided but you won't use this one for the assessment). (300 words)
2. You are the CEO. You have been asked by the board to provide a report that addresses the following issues:
 - a. Identify and analyse the major external factors (political, social, economic, global) that are impacting on the organisation in the present and other businesses that will likely impact it over the next 5-years. (300 words)
 - b. Given these impacts, describe with evidence, two simple, two complex and one wicked problem that the organisation faces going into the future.

(1000 words – 200 words per problem)

- c. Critically analyse the current evidence about what organisations need to do, in terms of their structure and function, in order to deal with these problems and prosper into the future. (500 words)
- d. Provide five key evidence-based recommendations to make your organisation work more effectively from the organisation behaviour literature. (400 words)

NB: The board is quite clear that it requires you to provide scientific evidence for what you are reporting. This requires evidence from reputable scientific journals, not blogs or opinion pieces unless they are written by a 'giant' in the field and includes validated scientific evidence. The board wants you to summarise 5 of the key articles in the form of an annotated bibliography so make sure they fully understand the background material. Each annotation should be no more than 100 words.

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Rubric Name: Assessment 2: Applying organisational behaviour theory to modern and future organisations

Criteria

High Distinction (HD)

Distinction (D)

Credit (C)

Pass (P)

Fail (N)

Criterion Score

C1. Effective communication and use of academic literacies

5 points

(4–5 points)

Outstanding level of application of knowledge and skills.

Highly accurate and appropriate language use.

Expertly written and adheres to the academic genre.

No errors in grammar or spelling are evident.

Information, arguments and evidence are expertly presented; the presentation is logical, persuasive, and well-supported by evidence, demonstrating a clear flow of ideas and arguments.

Justifies any conclusions reached with sophisticated arguments.

3.7 points

(3.5–3.9 points)

Highly effective level of application of knowledge and skills.

Accurate and appropriate language use.

Very well written and adheres to the academic genre.
No errors in grammar or spelling are evident.
Information, arguments and evidence are very well- presented; the presentation is logical, clear and well supported by evidence.
Justifies any conclusions reached with well-developed arguments.

3.2 points

(3-3.4 points)

Effective level of application of knowledge and skills.
Effective language use.
Well written and adheres to the academic genre.
No errors in grammar or spelling are evident.
Information, arguments and evidence are well-presented, mostly clear flow of ideas and arguments.
Justifies any conclusions reached with well-formed arguments not merely assertion.

2.7 points

(2.5-2.9 points)

Sound level of application of knowledge and skills.
Satisfactory language use.
Written according to academic genre (e.g. with introduction, conclusion or summary) and has accurate spelling, grammar, sentence and paragraph construction.
Errors in grammar or spelling are frequent but do not detract from meaning.
Information, arguments and evidence are presented in a way that is not always clear and logical.
Justifies any conclusions reached with arguments not merely assertion.

1.2 points

(0-2.4 points)

Poor level of application of knowledge and skills.
Poor language use.
Poorly written with errors in spelling, grammar.
Difficult to understand for audience, no logical/clear structure, poor flow of ideas, argument lacks supporting evidence.
Makes assertions that are not justified.

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C2. Explication of what the organisation does, its vision, its structure, management structure and how long it has existed and the extent to which it is successful/unsuccessful in meeting the vision and goals

10 points

(8–10 points)

Outstanding explication of what the organisation does, its vision, its structure, management structure and how long it has existed and the extent to which it is successful/unsuccessful in meeting the vision and goals.

7.5 points

(7–7.9 points)

Highly effective explication of what the organisation does, its vision, its structure, management structure and how long it has existed and the extent to which it is successful/unsuccessful in meeting the vision and goals.

6.5 points

(6–6.9 points)

Effective explication of what the organisation does, its vision, its structure, management structure and how long it has existed and the extent to which it is successful/unsuccessful in meeting the vision and goals.

5.5 points

(5–5.9 points)

Sound explication of what the organisation does, its vision, its structure, management structure and how long it has existed and the extent to which it is successful/unsuccessful in meeting the vision and goals.

2.5 points

(0–4.9 points)

Poor explication of what the organisation does, its vision, its structure, management structure and how long it has existed and the extent to which it is successful/unsuccessful in meeting the vision and goals.

/ 10

C3. Identification and analysis of the major external factors that are impacting on the organisation in the present and others that will likely impact it over the next 5–years

10 points

(8–10 points)

Outstanding identification and analysis of the major external factors that are impacting on the organisation in the present and others that will likely impact it over the next 5–years.

7.5 points

(7–7.9 points)

Highly effective identification and analysis of the major external factors that are impacting on the organisation in the present and others that will likely impact it over the next 5–years.

6.5 points

(6–6.9 points)

Effective identification and analysis of the major external factors that are impacting on the organisation in the present and others that will likely impact it over the next 5–years.

5.5 points

(5–5.9 points)

Sound

identification and analysis of the major external factors that are impacting on the organisation in the present and others that will likely impact it over the next 5-years.

2.5 points

(0-4.9 points)

Poor identification and analysis of the major external factors that are impacting on the organisation in the present and others that will likely impact it over the next 5-years.

/ 10

C4. Description of two simple, two complex and one wicked problem that the organisation faces going into the future

30 points

(24–30 points)

Outstanding description of two simple, two complex and one wicked problem that the organisation faces going into the future.

22.5 points

(21–23.9 points)

Highly effective description of two simple, two complex and one wicked problem that the organisation faces going into the future.

19.5 points

(18–20.9 points)

Effective description of two simple, two complex and one wicked problem that the organisation faces going into the future.

16.5 points

(15–17.9 points)

Sound description of two simple, two complex and one wicked problem that the organisation faces going into the future.

7.5 points

(0–14.9 points)

Poor description of two simple, two complex and one wicked problem that the organisation faces going into the future.

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C5. Critical analysis of the current evidence about what organisations need to do, in terms of their structure and function, in order to deal with these problems and prosper into the future

15 points

(12–15 points)

Outstanding critical analysis of the current evidence about what organisations need to do, in terms of their structure and function, in order to deal with these problems and prosper into the future.

11.25 points

(10.5–11.9 points)

Highly effective critical analysis of the current evidence about what organisations need to do, in terms of their structure and function, in order to deal with these problems and prosper into the future.

9.7 points

(9–10.4 points)

Effective critical analysis of the current evidence about what organisations need to do, in terms of their structure and function, in order to deal with these problems and prosper into the future.

8.2 points

(7.5–8.9 points)

Sound critical analysis of the current evidence about what organisations need to do, in terms of their structure and function, in order to deal with these problems and prosper into the future.

3.5 points

(0–7.4 points)

Poor critical analysis of the current evidence about what organisations need to do, in terms of their structure and function, in order to deal with these problems and prosper into the future.

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C6. Articulation of five key evidence-based recommendations to make your organisation work more effectively from the organisation behaviour literature

15 points

(12–15 points)

Outstanding articulation of five key evidence-based recommendations to make your organisation work more effectively from the organisation behaviour literature.

11.25 points

(10.5–11.9 points)

Highly effective articulation of five key evidence-based recommendations to make your organisation work more effectively from the organisation behaviour literature.

9.7 points

(9–10.4 points)

Effective articulation of five key evidence-based recommendations to make your organisation work more effectively from the organisation behaviour literature.

8.2 points

(7.5–8.9 points)

Sound articulation of five key evidence-based recommendations to make your organisation work more effectively from the organisation behaviour literature.

3.5 points

(0–7.4 points)

Poor articulation of five key evidence-based recommendations to make your organisation work more effectively from the organisation behaviour literature.

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C7. Correct use of the Harvard referencing style and inclusion of a reference list

15 points

(12–15 points)

Outstanding sophisticated and correct use of in-text referencing and includes a reference list with no errors.

Number of relevant academic references significantly exceeds requirements.

11.2 points

(10.5–11.9 points)

Highly effective relevant and correct use of in-text referencing and includes a reference list with no errors.

Number of relevant academic references exceeds requirements.

9.7 points

(9–10.4 points)

Effective and mostly correct use of in-text referencing and includes a reference list with few (<10%) errors.

Number of relevant academic references meets requirements.

8.2 points

(7.5–8.9 points)

Sound and mostly correct use of in-text referencing and includes a reference list with errors.

Number of relevant academic references meets requirements.

3.5 points

(0–7.4 points)

Poor and incorrect use of referencing and does not include a reference list.

Number of relevant academic references do not meet requirements.

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