

Pearson Higher National DIPLOMA IN BUSINESS MANAGEMENT

ASSIGNMENT BRIEF

UNIT 12: Organisational Behaviour



Level
BTEC
Higher
National
Certificate

4

Level
BTEC
Higher
National
Diploma

5

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Colbourne College Student Cover Page And Assignment Brief

Student Name/ID Number			
Unit Number and Title	UNIT 12: Organisational Behaviour		
Academic Year			
Assignment Title	LO 1. Influence of culture, politics and power on the behaviour of others in an organisational context		
Issue Date		Submission Date	
Unit Tutor		IV Name & Date	
Add Your Name And Signature Only To Confirm 'Authenticity Of Own Work'			
Plagiarism Report Is Included	YES	NO	Number Of Pages
STUDENTS DO NOT MARK BELOW THIS LINE PLEASE			
The Student/s satisfied the Pass Criteria?			IV
	YES	NO	IV
P1. Analyse how an organisation's culture, politics and power influence individual and team behaviour and performance.			
Conduct adequate research to generate knowledge as basis for analysing the scenario and subject areas in the given contexts.			
Credited the sources of their information through in-text referencing			
Applied the subject areas reasonably well to the assigned role/issues in the context of the case study to correctly meet the criteria set out in the task.			
The Student/s achieved all of the above requirements that define the Pass grade	YES	NO	IV
The Student/s satisfied the Criteria for MERIT?			IV
	YES	NO	IV
M1 <i>Critically analyse how the culture, politics and power of an organisation can influence individual and team behaviour and performance.</i>			
The subject matter and key issues are suitably researched, and the discussion is focused. The quality of writing is very good, and the ideas transitioned well from one point to the next.			
The Student/s achieved all of the requirements that define the MERIT grade	YES	NO	IV
The Student/s satisfied the DISTINCTION?			IV
	YES	NO	IV
The Student/s achieved all of the requirements that define the Distinction grade	YES	NO	IV
Markers' Review/Comments/Further Action Required	Markers' Review/Comments/Further Action Required		
REFERRED WORK: The Student must make corrections and resubmit?			IV
	YES	NO	IV
Signature Of First Marker:	Dated:	Signature Of Second Marker:	Dated:

Guidance To Students. You should read this information before starting:

- 1) Read the brief and think about what the assignment brief is asking. Make sure you understand the assessment criteria and nature of the evidence that must be produced. If you are not clear seek guidance from the tutor on the unit.
- 2) Guided by what the subject areas and issues in the task, you will conduct literature review to produce research findings that provide valid answers to the problem/subject/issues that you are inquiring.
- 3) Produce an appropriate assessment action plan that includes relevant research resources and timeframes. Submit this to the tutor for additional support or clarification if required.
- 4) You must be clear on the requirements to develop an appropriate specification to produce and communicate your work to the intended audience e.g. for written essays or reports you will organise the paper in sections:
 - 4.1. SECTION 1: **Introduction** – In a short opening statement you will outline what the task is asking and the aim/s of the paper. Further, you will briefly define the key terms in the assignment.
 - 4.2. SECTION 2: **Research Findings** - you will research the subject area/s and find answers and generate the knowledge to correctly investigate the issues raised. To carry out the research, apply a range of secondary research sources to elucidate the scope of the subject and support the requirements set out in the task. The research findings that you produce must be valid. This means that the findings must be relevant, and the sources used are appropriate. You will apply the research findings to your work to support, compare, analyse and validate the ideas and arguments. All arguments and ideas discussed must be credited to the source. That is, you must correctly state the name of the Author or source that you obtained the information from e.g. (Brown, 2016). The required referencing style is Harvard Referencing.

RESEARCH SOURCES: Secondary research sources that you can use to gather information for your work may include textbooks, journal articles, magazine articles (not factual accounts) and newspapers. Other sources that you may collect information from are *primary research sources* which include original first-hand accounts, legal and historical documents, results of experiments and market research data collection.

RESEARCH METHODS: You will further apply *qualitative and/or quantitative research methods* to evaluate the research findings from the primary sources. Qualitative is reasoning with arguments while quantitative is numbers and figures.

AVOID PLAGIARISING: You must reference all the sources in the body of your work (in-text). Further, create a reference page to list all these in-text sources that you cited in the work. Failure to reference your work in-text and on the reference page will result in a fail grade for the unit, as this is plagiarism (cheating/academic misconduct).
 - 4.3. SECTION 3: **Discussion** - this is substantive discussion of the research findings. Here you will carry out the command verb in relations to the task you are assigned. E.g. you may be asked to analyse, explain, assess, apply, justify, compare etc. These are different commands and will require different approaches. Also, if the research findings are not relevant to the task, no matter the quality and rigor of the discussion, the criteria will not be met because your discussion should be an expansion of the research findings. Hone your discussion to meet all criteria set out in the task.
 - 4.4. Section 4: Conclusion. Draw conclusions to form the basis for recommendations. Conclusions are summary of the main points in the work. Recommendations are future actions needed based on the conclusion/outcome.
- 5) Submit a **pdf copy of your work** on or before the published deadlines. Work past due is not acceptable under any circumstances except in extenuating circumstances which must be approved before the deadline expires.
- 6) Submit your work using the correct portal on iTutor. Work sent to incorrect portal will not be marked.
- 7) Students will be awarded either Pass, Merit, Distinction, Referred, Incomplete, or Fail grade. In practice, this means that a student must achieve all the required learning outcomes to be awarded pass grade or higher. Thus, for students to achieve Pass, they must achieve all of the requirements that define the Pass. To achieve a Merit, students must achieve all the requirements that define Pass and Merit. For Distinction, the student must achieve all Pass, Merit and Distinction requirements. Referred Grade is where one or more tasks does not achieve a Pass Grade. You will be given feedback and the opportunity to submit the corrections at a future time agreed with your Supervisor.
- 8) Failure to submit any part of an assignment will result in the work marked In-Complete. In-complete then changes to Fail. Avoid fail grade at all cost. In-complete (IC/NC) and Fail Grade (F) mean that you must pay to take over this unit/course. Here are the ways to fail: 1) not doing the working at all; 2) not attempting all the tasks listed as P (e.g. P1, P2 etc), 3) getting over 60% of the tasks as referred grade; and 4) plagiarising. Historically, less than 5% of the class will Fail.

LO1. ASSIGNMENT

OBJECTIVES OF THE ASSIGNMENT

LO1 Analyse the influence of culture, politics and power on the behaviour of others in an organisational context

CASE STUDY AND SCENARIO

You a specialist hired to study the organisational behaviour and make recommendations towards improving relationship, communication, and performances and business outcomes.

Corporate acquisitions and mergers can illustrate the effects of culture, politics and power. In the case of a merger between Costco and BJ's, the president of BJ's, the acquired company resigned rather than accept the relative displacement in rank which occurred when he no longer could act as a chief executive officer. Two vice presidents vied for the position of executive vice president. Because of their conflicting ambitions, the expedient of making them equals drove the competition underground, but not for long. The vice president with the weaker power base soon resigned in the face of his inability to consolidate a workable definition of his responsibilities. His departure resulted in increased power for the remaining vice president and the gradual elimination of "rival camps" which had been covertly identified with the main contenders for power.

(Sources: <https://hbr.org/1970/05/power-and-politics-in-organizational-life>)

ASSIGNMENT ONE: TASKS

COMPULSORY. FOR THE PASS GRADE YOU MUST:

P1. Analyse how an organisation's culture, politics and power influence individual and team behaviour and performance. *(You should analyse the role that organization politics and power played in BJ's and the possible implications on: i) Individual behaviour and performance ii) Team behaviour and performance iii) organizational culture).*

OPTIONAL: FOR HIGHER GRADE YOUR WORK MUST ALSO MEET THE FOLLOWING CRITERIA. YOU WILL INCLUDE THE FOLLOWING IN THE TASKS FOR THE Ps, BUT YOU MUST USE THE BELOW TOPICS/HEADERS:

This is not a separate task. To earn merit grade P1 must congruently meet the criteria for:

M1. Critically analyse how the culture, politics and power of an organisation can influence individual and team behaviour and performance.

(Further to P1, use specific examples to show how individual and team behaviour and performance can be improved by: i) positive types of power in organisations; ii) positive workplace politics; and iii) positive organizational culture).

SUBMISSION FORMAT

- ❖ Fully complete the Assignment Cover Page and use same as the front sheet/cover of your assignment.
- ❖ **P1** must be submitted in the form of Business Report to the COO of the company, Kareen Shaw. Conduct research to generate knowledge which will form the basis for analysis of the scenario and context given in the Case Study. Your research should be referenced in text using the Harvard referencing system. Provide a bibliography using the Harvard referencing system.
- ❖ You **MUST** use the headers same as given e.g. P1 and M1. Do not reword them from the original.
- ❖ Use page numbers throughout the report.
- ❖ Font Style is Arial & Font Size is 11 AND Line Spacing is 1 & Paragraph Spacing is 2
- ❖ Minimum Words For LO1 Assignment is 2,000 to 2,200 maximum
- ❖ Include the full plagiarism report after the reference page, and not just the score.
- ❖ Use www.citethisforme.com for referencing and www.grammarly.com for grammar and proof reading

LEARNING OUTCOME 1 LESSON CONTENTS

LO1 Analyse the influence of culture, politics and power on the behaviour of others in an organisational context

LO 1. Course Content

Influence of culture:

- Classifications of culture (power, role, task and person).
- The importance of cultural-difference awareness.
- Hofstede's dimensions of culture theory and application.
- The rise of globalisation and digital technology and how they have influenced and shaped organisational culture in the 21st century.
- Principles of Network theory and Systems theory as frameworks to understand organisations.
- Organisational psychology.

Influence of politics:

- Organisational politics and differentiation between personal, decisional, structural and organisational change.

Influence of power:

- Power as a property viewpoint: individual, relationships and embedded in structures.
- Bases and types of power, power controls and power sources.

LEARNING RESOURCES TO SUPPORT THE LESSON

The following Reading Assignments are for lead discussion at the group meetings and to assist with carrying out the assignments:

- ❖ Network Theory LINK: <https://www.slideshare.net/sonmaroon/network-theory-9005438>
- ❖ The Impact of Power and Politics in Organizational Productivity LINK: <http://smallbusiness.chron.com/impact-power-politics-organizational-productivity-35942.html>
- ❖ Power, Influence & Politics in the Workplace LINKS: <http://smallbusiness.chron.com/power-influence-politics-workplace-19058.html>
- ❖ The Negative Consequences of Politics in the Workplace LINKS: <http://smallbusiness.chron.com/negative-consequences-politics-workplace-20176.html>