

# **DISCUSSION FORUM ASSIGNMENT**

**Unit 12:** Organisational Behaviour

**Unit code:** H/508/0525

**QCF level:** 5

**Credit value:** 15

## **INTRODUCTION**

The aim of this unit is to develop a student's understanding of the influence culture, politics and power have on the behaviour of others in an organisational context. Students will be in a position to apply the principles of organisational behaviour to a variety of business situations.

On successful completion of this unit students will have an understanding and awareness of key influences which affect the behaviour of individuals, teams and organisations as a whole. They will be able to use this knowledge to make an immediate and positive contribution in the workplace, whether that role is as part of a team or as a team leader. This will be achieved through a strong appreciation of working in a team, having a more profound perspective of what makes people and organisations do what they do, and how to adjust one's own behaviour to reflect the circumstances and situation.

## **LEARNING OUTCOMES**

On successful completion of this unit the learner will be able to:

1. Analyse the influence of culture, politics and power on the behaviour of others in an organisational context.
2. Evaluate how to motivate individuals and teams to achieve a goal.
3. Demonstrate an understanding of how to cooperate effectively with others.
4. Apply concepts and philosophies of organisational behaviour to a given business situation.

# ASSIGNMENT FOUR

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## **LO 4: Apply concepts and philosophies of organisational behaviour to a given business situation.**

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### **LO 4. Course Content**

#### **Concepts and philosophy:**

- Path-goal theory leadership styles that improve team performance and productivity.
- Contemporary barriers to effective behaviour, situational resistance, social capital theory and contingency theory.

### **CASE STUDY, TASKS AND INSTRUCTIONS FOR LO4:**

Carry out the following activities. Please refer to the course outline and resources provided. Include at least six (6) references in your work. Use Harvard Referencing Style through-out the work.

#### **THE CASE OF GENERAL MOTORS**

General motor established in 1908. That time the company was the sole carmaker dealer in the region, e.g. Michigan, first it was a holding Buick company, till 1920 it was becoming the world largest motor manufacturing company, the company got a tremendous success in time of Alfred salon, due to his leadership the company was producing new style and design car every year, and he had given such concept to the company. The other brand of the company is Chevrolet, Pontiac, Buick, and Cadillac. These were the different brand cars which were producing by company that time, and this way there were no other competitors to compete in the company different cars. But with emerging of the Japanese automakers the company felt threatened, specially the emerging of Toyota Japan, who disturbed the profitability of GM, especially in the North American market. In 2001 the sale graph of the GM was in declined trend, because the Toyota had captured the market, this way the GM received loan from American government and Canadian government to support the company in that period of crisis.

Keeping in view the above challenges that the company face, management realized that urgent change is needed if they are to remain sustainable. Changes agreed on were: changes in its structure, cost, process, and culture. To bring about the needed change, the first step was to hire a management firm with excellent record of accomplishment in complex systems change to support and develop GM's leaders, managers, and workers through the transformation process required for the change strategies to be successful.

(Link to case: <https://www.asee.org/documents/zones/zone1/2014/Student/PDFs/159.pdf>)

#### **YOUR ROLE**

Your team is hired to improve the GM'S performance and return the company to optimum profitability and competitive marketing positioning. However, upon evaluation of the systems, strategies, operations and its stakeholders' requirements, needs, perspectives, and performance, you quickly identified organizational behavior behavioral issues that must be addressed and changed for the other change actions required to be successful.

# ASSIGNMENT

## **CARRY OUT THE FOLLOWING TASKS FOR THE DISCUSSION FORUM AND TERM PAPER CONGRUENTLY**

### **TASK ONE:**

*(Carry out this task in a sub-group of 2 – 3 members. 1, 200 Words)*

**P4.** Apply concepts and philosophies of organisational behaviour within an organisational context and a given business situation.

*Apply the path-goal leadership theory within General Motors. Note that you are not just required to discuss the path-goal model but to 'apply' the various steps in GM. That is, use it).*

### **TASK TWO:**

*(Carry out this task in a sub-group of 2 – 3 members. 1, 200 Words)*

**M3.** Explore and evaluate how concepts and philosophies of OB inform and influence behaviour in both a positive and negative way.

- I. Evaluate how concepts and philosophies of organisational behavior may have influenced negative behavior in GM in the past.
- II. Explore and evaluate how the application of contemporary theories such as social capital theory and contingency theory in GM will effectively address barriers to effective behavior and situational and help to achieve positive behavior for the transformation it seeks.

### **TASK THREE:**

*(Carry out the D1 task individually. 450 Words)*

#### **LO3 & 4**

**D2** Critically analyse and evaluate the relevance of team development theories in context of organisational behaviour concepts and philosophies that influence behavior in the work place.

## **TEAM MEMBER PARTICIPATION AND REQUIREMENTS**

This assignment is part of the final term paper. ALL members of the Discussion Forum Group **MUST** attend and participate in fully in identifying the resources to support the answers, organizing and submitting the drafts of the assignment, and compiling, editing and submitting one report to meet the stated requirements.

**DEADLINE TO SUBMIT LO3 ASSIGNMENT: August 25**

# **DEADLINES AND RESTRICTIONS FOR ASSIGNMENTS**

## **EARLY DEADLINES**

Students are expected to submit coursework on or before the deadline published in the assignment. All dates given are early deadlines.

## **LATE SUBMISSION WITH LATE FEES**

There is a further extension of no later than three weeks from the published deadline for the submission of late work. Contact Student Services if you are unsure of the late deadline.

## **LATE FEE IS \$12.00**

Late Fee of \$12.00 is applied per assignment eg. \$12 for the late term-paper; and \$12 for the late Discussion Forum.

## **RESTRICTIONS ON SUBMITTING WORK**

No Assignment is acceptable after the late deadline under ANY Circumstances (excluding extenuating circumstances). Thereafter the student will be awarded a FAIL GRADE for the assignment.

# **CORRECTION OF GROUP WORK WITH REFERRED GRADE**

## **TERM PAPER**

Group work that is returned to the student with Referred Grade must be resubmitted as individual work ONLY. Work with referred grade for correction can only earn a PASS Grade.

## **GROUP DISCUSSION FORUM**

For group forum work that is returned to the student with Referred Grade, the student will take the Replacement Paper / Re-sit Exam which is a supervised open book written exam. Alternate paper might be an oral exam. Either way, both are individual assessments. Work with referred grade for correction can only earn a PASS Grade.

## **FEE FOR RESIT OF ASSIGNMENTS WITH REFERRED GRADE**

See the term-paper instruction pages.

## **TIMELINE TO SUBMIT THE CORRECTIONS ON REFERRED GRADES**

At the end of the full duration of the program, students have a grace period of four months (One Semester) to make all corrections. Students only pay for the referred units submitting to be corrected. Continuing fee is not charged to the students during the four months grace period.

## **MARKERS' RETAINER FEE**

Once the four months grace period expires and students remain with outstanding work to be assessed, the continuing fee of \$360 (Markers' Retainer Fees) is charged to the student for the school year. Students also pay for the referred units submitting to be corrected.

## **TENURE EXPIRATION**

Students must complete and pass all units on the program within 36 Months of the college start date and receive the Diploma from Pearson. After this 36 Months period has expired, the student must retake all classes and courses in the program.

## **EXTENUATING CIRCUMSTANCES**

Students are encouraged to submit/sit assessments at the prescribed time, yet accommodations are made in extenuating circumstances as follow:

1. **Medical Reasons.** If the students fail to submit course-work on time due to medical conditions verified by a doctor's certificate, the work is treated same as referred in terms of revised deadlines, grading restrictions and referred fees. It is important that students seeking exemption for medical reasons advise Student Services before the deadline expires.
2. **The death of an immediate family in the household.** Evidence must be provided of the relationship and death.
3. **Jury Duty.** Evidence must be provided of the request, and also the service started or completed.

## **RESIT PRIVILIGE**

1. For students to qualify for Resit they **MUST ATTEMPT ALL** assessments in the unit and earn at least a Referred Grade.
2. A student who has taken ill during an examination or assignment submission dateline may also qualify for Resit after proper written evidence is collected and assessed by the Faculty and submitted to the Head of Faculty for approval.
3. Resit fees apply in all circumstances under which new assessments are approved or extensions granted beyond the late deadlines.

## **RESIT APPROVAL AND FEE**

All evidences must be collected by the Faculty and produced to Student Services no later than 5 days after the examination/deadline expires. The outcome is communicated directly to the student by email. If approved, the Resit Fee of \$45.00 (**per** assignment) is paid by the student and receipt emailed to Student Services. The supplementary dateline will be communicated to the student by email.

## **REFERRED / RESIT GRADE**

Students earn a Referred Grade if the submitted assignment fails to achieve the criteria for PASS.

- ❖ Hospitality Students must earn a PASS GRADE on all Assessment Criteria (AC) on the term-paper to pass the course.
- ❖ Business and Aviation Students must earn a PASS Grade on all Assessment Criteria with P e.g. P1, P2 etc. to pass the course.

## **FAILING THE COURSE**

1. Students who did not sit an examination and did not withdraw formally will receive a Failing grade.
2. Students who differed for financial reasons or illness will earn an IC – Incomplete Grade. Incomplete Grades then are changed to Fail Grades at end of the semester.
3. Students who fail the discussion forum but pass the term-paper or vice versa. You must earn a Referred OR Pass Grade on both the Forum and Term-Paper to avoid retaking the course unit.
4. If you fail the course you must retake the class when it is offered next. The cost per course unit is listed on the Tuition Page of the website.

## **THESE COMMON CIRCUMSTANCES DO NOT QUALIFY AS EXTENUATING CIRCUMSTANCES**

### **LOSS OF DATA**

Please back-up your work consistently on independent media. Computer malfunctioning or errors are common but not acceptable reasons for special considerations. Special considerations are granted only for extenuating circumstances discussed above and no other factor.

### **JOB RESPONSIBILITIES**

Working Students are advised to take 2-3 courses per semester. Four courses as recommended to complete the program on the published deadline. However, if taking full-time coursework will hinder you from meeting your required course-work deadlines or meeting quality standards, it is best that you take three courses and extend your tenure by one semester.

Job responsibilities are not acceptable reasons for special considerations because we have only one standard for everyone in the institution. Special considerations are granted only for extenuating circumstances discussed above and no other factor.

## **STUDENT SATISFACTION SURVEY**

To develop and maintain a collegiate environment to sustain Higher Education, students are encouraged to participate at end of each semester in the Online Satisfaction Survey. Your input will help us to improve our programs and personnel. A degree today is like citizenship and good College education is a platform for you to: develop the required competencies for a degree, social skills, but also to enjoy learning. So, tell us what we can do to make your college experience better. Be respectful, yet be honest. The Form is accessible here: <http://www.studyaimusa.org/student-feedback-form.html>