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| **COURSE:**  Master of Business Administration  Master of Business Research | |
| **Unit:** | Organisational Learning and Change |
| **Unit Code:** | BUS 510 |
| **Type of Assessment:** | Assessment 3 – Organisational change project |
| **Unit Learning Outcomes addressed:** | Learning outcomes – (a), (b), (c), (d), (e) and (f)   1. Critically analyse and critique the major theories of organisational learning 2. Critically analyse and explain the dynamics of strategic organisational change 3. Critically review and evaluate the reasons for different approaches to change, and demonstrate an ability to apply this understanding to volatile or novel organisational contexts 4. Critically analyse and critique common perspectives on the role of, and relationship between, individuals, teams and leaders in the change process 5. Integrate biblical frameworks into a contemporary understanding of organisational learning and change 6. Integrate the concepts of organisational learning, strategic and innovative change management with leadership theory and practice |
| **Criteria for Assessment:** | * Criterion 1 - Description of the organisation – (5/50) * Criterion 2 - Understanding of organisational change concepts or theories – (10/50) * Criterion 3 – Organisational analysis – (10/50) * Criterion 4 - Recommendations and resource requirements – (20/50) * Criterion 5 – References and structure – (5/50) |
| **Assessment Task:** | The purpose of this assessment is to allow students take on a management perspective to analyse organisational change and propose recommendations with the aim of improving the situation.This project seeks to create a case study of an organization that requires a change intervention.  Students will be required to choose an organisation that they are familiar with and analyse it using relevant change management theories or frameworks to identify areas where change is required. Relevant change intervention strategies are to be proposed.  The organisational change project covers the following:   1. An introduction to the organisation. 2. Internal and external analysis of the organisation to identify areas requiring change (at the end of this section, include a summary of the areas where change is required) 3. Literature review – overview of change management theories or frameworks 4. Evaluation of possible change strategies required to improve the situation. 5. Recommendations of the most suitable strategies. 6. Required resources for implementing the identified suitable strategies. 7. Conclusion |
| **Submission Date:** | Week 13 (online submission via Turnitin) |
| **Total Mark & Weighting:** | 50 marks (50%) |
| Students are advised that **any submissions past the due date without an approved extension or without approved extenuating circumstances incurs a 5% penalty per calendar day**,  calculated from the total mark e.g. a task marked out of 35 will incur a 1.75-mark penalty per calendar day. | |

General notes for assignment

Assignments should usually incorporate a formal introduction, main points and conclusion, and will be fully referenced including a reference list.

The word count for the assessment is 3000 words (+/- 10%)

Marks will be deducted for failure to adhere to the word count

General Notes for Referencing

References are assessed for their quality. You should draw on quality academic sources, such as books, chapters from edited books, journals etc. Your textbook can be used as a reference, but not the lecturer notes. We want to see evidence that you can conduct your own research. Also, in order to help markers, determine students’ understanding of the work they cite, all in-text references (not just direct quotes) must include the specific page number/s if shown in the original.

Work that includes sources that are not properly referenced according to the “Harvard Referencing Workbook” will be penalized.

Marking Guide (Rubric):

Your assessment would be marked based on the following marking guideline.

**Total marks – 50**

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| **Criteria** | **Mark** | **Fail** | **Pass** | **Credit** | **Distinction** | **High Distinction** |
| **Criterion 1**  Description of the organisation | **5** | **Below 5.0** | **5.0 – 6.0** | **6.5 – 7.0** | **7.5 – 8.0** | **8.5 and above** |
| Limited and incomplete description, missing many elements | Adequate description of, missing a few elements | Good and thorough description, includes all elements | Very good and thorough description, includes all elements | Exceptional and thorough description, includes all elements |
| **Criterion 2**  Understanding of organisational change theories or concepts | **10** | **Below 5.0** | **5.0 – 6.0** | **6.5 – 7.0** | **7.5 – 8.0** | **8.5 and above** |
| Understanding of the individual concepts or theories not demonstrated | Understanding of the individual concepts or theories is satisfactory | Understanding of the individual concepts or theories is sound | Understanding of the individual concepts or theories is detailed | Understanding of the individual concepts or theories is highly integrated |
| **Criterion 3**  Organisational analysis | **10** | **Below 5.0** | **5.0 – 6.0** | **6.5 – 7.0** | **7.5 – 8.0** | **8.5 and above** |
| Lack of critical analysis of the organisation  Relevant theories or concepts not applied in the analysis | Limited critical analysis of the organisation  Limited application of the relevant theories or concepts in the analysis | Some critical analysis of the organisation  Relevant theories or concepts have been applied in the analysis | Competent level of critical analysis of the organisation  Relevant theories or concepts have been correctly applied in the analysis | Clear and thorough critical analysis of the organisation  Relevant theories or concepts been adequately applied in the analysis |
| **Criterion 4**  Recommendations and resource requirements | **20** | **Below 10.0** | **10.0 – 12.0** | **12.5 – 14.0** | **14.5 – 16.0** | **16.5 and above** |
| Limited, insufficient analysis of strategies with few and unclear recommendations  No resource requirements discussed | Analysis of strategies with fairly established recommendations for implementation.  Resource requirements mentioned but not adequately described | Good analysis of strategies with established recommendations for implementation.  Resource requirements described but could have been improved by providing more details. | Very good analysis of strategies with established recommendations for implementation.  Resource requirements explained. | Exceptionally thorough analysis of strategies with clearly established recommendations for implementation.  Resource requirements explained will all key aspects covered. |
| **Criterion 5**  Structure and mechanics   * Coherence and organization * APA format | **5** | **Below 2.5** | **2.5 – 3.0** | **3.5 – 3.8** | **3.9 – 4.4** | **4.5 and above** |
| An unfocussed, incoherent essay, characterized by disorganization and/or missing required sections.  References are inconsistent with required format; a notable number of errors present. | A somewhat focused, slightly incoherent essay, characterized by some disorganization and/or missing required sections.  References are inconsistent with required format; a number of errors present. | A somewhat coherent and organized essay and including most required sections.  Referencing format is adhered to throughout the essay, with some errors present. | A clear and coherent essay, organized and including all required sections.  Referencing format is rigorously adhered to throughout the essay, with very few errors present. | An exceptionally clear, concise and coherent essay, critically organized and including all required sections.  Referencing format is rigorously adhered to throughout the essay, with no errors present. |