

## Module Code and Name (MN7401 Module Name)

<b>Module Leader:</b>	<b>Martin Wood</b>
<b>Assessment Type:</b>	<b>Individual Assessment</b>
<b>Weighting:</b>	<b>100%</b>
<b>Deadline:</b>	<b>21 December 2022 at 15:00 via Turnitin on Blackboard</b>
<b>Word count:</b>	<b>3000 (+/-10%)</b> excluding references, appendices, charts, diagrams, etc.
<b>Cohort:</b>	<b>September cohort</b>
<b>Academic Year:</b>	<b>2022-23</b>

## Assignment Brief

You are asked to **write a single, individual essay** in response to **ONE of the following questions** exploring the opportunities for organisational behaviour at a time when several economies are facing challenges.

## Assignment Questions

1. In 1926, Henry Ford introduced a “five-day” working week. In most of the world, the Monday to Friday workweek hasn’t been questioned since. Now, however, work is changing. Increased use of new technology and methods of communication means more opportunities for a “24–7” work environment for many managers and professional employees.

**What are the implications of using digital and information technologies for the control, location, timing and performance of work in the future?**

2. In today’s challenging times, organisations may try to have a clear and consistent collection of values, expectations and practices that guide and inform the actions of all employees.

**Can a uniform organisational culture that ensures company rules are rigorously adhered to help a firm withstand the next crisis, or should it expect staff to evaluate and explore multiple viewpoints when making difficult decisions?**

3. Whether it's a pandemic, Russia's war in Ukraine or faltering economies, organisations may need "far-sighted leaders" to negotiate periods of disruption.

**When facing challenges, should organisations put their faith in strong leaders or leader roles to reduce the feelings of stress or helplessness in the workplace and to create a competitive advantage?**

### Further guidance

- a) At its most rudimentary, each question is asking you to display a strong grasp of the theoretical underpinning on the main topic areas or themes outlined by the title.
- b) Most importantly, each question is telling you to do something:
  - Q1 is telling you to **critically evaluate** (weigh arguments for and against) the main topic, assessing the strength of the evidence on both sides;
  - Q2 wants you to **compare and contrast** (identify and show the relevance of the differences between) two arguments, giving reasons why one is preferable;
  - Q3 emphasises that you should investigate or **analyse** the topic by argument.
- c) Remember, stronger essays will also demonstrate awareness of the connectivity between different perspectives and theories, especially when these closely relate to the main topic areas or themes.
- d) Be careful not to spend too much of your assignment simply describing concepts, models or frameworks. You should wear your thinking hat and provide evidence of critically evaluating, comparing or contrasting and analysing.
- e) You should demonstrate in your writing that you can make application of relevant literature to construct valid and strong arguments and provide sound reasoning for what you argue, and also demonstrate logical progression of thoughts. Don't become so engaged in describing prior studies without using them to illustrate your own argument
- f) It is important that you start searching for literature (relevant, reliable and recent) to address the assignment task well ahead of time and in case you have any queries or want to discuss the structure of your essay, feel free to check with me during online office hours.
- g) Please do follow the Harvard referencing format correctly to cite sources both in-text and in the reference list.

- h) Assignment Submission: It is your responsibility to ensure that your work is submitted successfully and on time. Do not leave submission until just before the deadline, as this doesn't leave time to sort out any problems with the submission.
- i) Make sure you are submitting the correct file, as you usually only get one attempt.
- j) Check the guidance for the assessment to make sure you are submitting the correct file type.
- k) The essay should have an introduction, main body (made up of connected paragraphs and sub- sections) and conclusion. The paragraphs in the main body should start with a topic sentence which states the point of the paragraph clearly.

## Plagiarism

Plagiarism is to take the work of another person and use it as if it were one's own in such a way as to mislead the reader. Whole pieces of work can be plagiarised (for example, if a student put his or her name on another student's essay), or part pieces, where chapters or extracts may be lifted from other sources, including the Internet, without acknowledgement. Sometimes plagiarism happens inadvertently, where students fail to read instructions about or do not understand the rules governing the presentation of work which require sources to be acknowledged. In such cases, the problem is usually identified very early in the course and can be put right through discussion with tutors. Deliberate attempts to mislead the examiners, however, are regarded as cheating and are treated very severely by boards of examiners. Any plagiarism in assessments which contribute to the final degree class are likely to lead, at the very least, to the downgrading of the degree class by one division. In the worst cases, expulsion from the University is a possibility.

## Referencing

You are required to use the **Harvard Referencing style** for your work. Please ensure that you have read the advice on referencing which is available at:

<https://uniofleicester.sharepoint.com/sites/academic-skills-online/SitePages/Reference.aspx>

## Marking criteria

This assignment will be assessed based on the following criteria:

<u>Grade</u>	<u>Mark</u>	<u>Theory &amp; Literature</u>	<u>Analysis</u>	<u>Critical Evaluation</u>
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Distinction	100	Synthesises disparate literatures with confidence to offer a new way of seeing an issue or context.	A perceptive and intellectually nuanced integration of theory and practice that demonstrates independent thought.	Assignment demonstrates a creative and engaged command of the literature and the issues in context such that new contributions to knowledge are considered possible.
	95			
	85			
	78	Draws on a wide range of relevant literature	An insightful and perceptive analysis that demonstrates both the depth and breadth of the issue.  Excellent integration of theory into practice such that new contributions to knowledge are emergent.  Excellent examples provided to illustrate nuanced issues	Excellent evidence of sound judgement based on supported arguments.  Addresses assignment brief in full  Logical, nuanced and complex argument presented.  Sense is made of the issues identified with the support of relevant literatures.
	75	Arguments are nuanced and well supported by a variety of literatures.		
	72	Demonstrates excellent knowledge of relevant theories and concepts  Conclusions are reasoned and justified by evidence.		
Merit	68	Draws on a good range of relevant literature.	Good levels of analysis demonstrated which lead to a perceptive analysis of the issues.  Good integration of theory into practice.  Good number of relevant examples provided.	Good evidence of sound judgement based on supported arguments.  Addresses assignment brief  Logical argument presented.  Consistent attempts to make sense of the issues identified with the support of relevant literatures.
	65			
	62	Arguments are presented logically and coherently within a clear structure.  Demonstrates a good knowledge of relevant theories and concepts		
Pass	58	Draws on an adequate range of relevant literature	Adequate levels of analysis demonstrated but with some lapses into	Adequate evidence of sound judgement based on supported

	55	Arguments are supported by a variety of literatures.	descriptions or practice.  Adequate use of theory to makes sense of practice.	arguments.  Adequately addresses assignment brief
	52	Demonstrates adequate knowledge of relevant theories and concepts	Adequate number and/or depth of examples provided	Adequate logic but argument can sometimes be difficult to follow  Adequate attempt to make sense of the issues identified with the support of relevant literatures.
Fail	48	Demonstrates an inadequate knowledge of key theories and concepts	No analysis but descriptive of practice.	Little recognition of the demands of the assignment
	45		Minimal links between theory and practice	Fails to address the assignment brief in full
	42	Meagre or inadequate use of supporting materials and literatures	Irrelevant or obscure examples provided.	No obvious structure or argument presented
		Limited evidence of reading		Unsupported assertions and value judgements made
	30	No evidence that the most basic course material has been understood	No evidence of understanding of underlying principles and argument bears no relevance to the question.	No recognition of the demands or scope of the assignment
	15	No evidence of reading	Irrelevant or no examples provided.	Complete misunderstanding of the issues
	0	Irrelevant material cited.	No attempt to link theory and practice.	No obvious argument  Unsupported assertions and value judgements made