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| **MBA7000 People & Organisations Assignment 1 (Writ1) (August 2022 cohort)****Coursework: 30% weightage**Assignment Hand-Out Date : **07 September 2022**Assignment Hand-In Date : **09 October2022**1. Coursework written report (30%): Task: You are required to work individually and carry out a secondary research of a contemporary business organisation either from hospitality sector, or automobile or financial sector. Based on your research you are required to submit a report of 1200 words which must proportionally cover the following tasks.  * A brief introduction about the organisation, it’s strategic intents, core values, organization structure and its suitability to its business strategy, core competencies and main competitors.
* A critical analysis of the organization structure and culture. Map the structure and culture fitness. Analyse the role and contribution of culture in achieving organizational effectiveness.
* An evaluation and explanation about the rationale behind organisational changes that have been brought into practice to support business strategies. The key drivers of change and their impact on people and business.
* Problems and limitations, that you have experienced as a researcher. The key learning that you have acquired and key insights about the organization that you have gained through the secondary research. Some recommendations related to reorganize the organization structure and some new initiatives that can further transform the culture of the organization.
* The inside text references and citations at the end of report must be at per ‘Harvard Referencing Style’.

Marking Criteria:

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| **1** | Identify the organization and its industry. Explain how the organization has evolved through its life cycle with its values, competencies, product line and key HR strategies. (240 words)  | 20 marks |
| **2** | Critically analyse the organisational structure and culture. Identifying its role in achieving organisational effectiveness. (360 Words) | 30 marks |
| **3** | Evaluate and justify with your understanding about why those changes were introduced and how those changes had been instrumental for the implementation of organizational strategies. (360 words)  | 30 marks |
| **4** | Overall takeaways and conclusion. (240 words)  | 15 marks |
| **5** | Correct use of in-text and source referencing (Harvard Referencing System) and at least 10 academic references.  | 5 marks |
|  | Total | 100 marks |

This assignment covers Learning Outcome 1, 2, 3 and 4.A range of different academic sources must be explored and reviewed for understanding the contexts and their implications on the organization. The authentic sources may include textbooks, reference books, published research papers, business reports, and company websites. But it should not include Wikipedia, Blogs, UK Essays, and class notes. All material, including charts, diagrams and statistics should be cited using the Harvard System.  |
| **Word count (or equivalent):** | **1200** |
| This reflects the effort required for the assessment. Word counts will normally include any text, tables, calculations, figures, subtitles, and citations. Reference lists and contents of appendices are excluded from the word count but are important part of your efforts in terms of quality research work carried out. |

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| **Academic or technical terms explained:** |
| * A more detailed indication of topics to be included in your assignment will be given within seminars and the assignment briefing.
* When choosing an organisation/industry/product category, there are no restrictions as to what you can choose.
* You should do this by clearly explaining the main theoretical concepts of HRM, OB and other relevant subjects and the contexts, both domestic and international, as relevant to the given tasks.
* If you wish to gain higher marks you will need to engage in further reading using not just textbooks and but also empirical literature, and you should read around the topics.
* If you wish to include any diagram and/or relevant theoretical models to assist you in your explanation, then do so. Please note that infringement of any intellectual property will not be tolerated.
* You must acknowledge ALL your source(s) and all work should be correctly cited using the Harvard system, with a complete reference list at the end of the report.
* Tutors will NOT read or comment on any draft or finished assignments before the hand in date.
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**Submission Details**

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| **Submission Deadline:** | 09 October 2022 (as per UBS schedule) | **Estimated Feedback** **Return Date** | 05 November 2022 |
| **Submission****Time:** | 10 pm |  |
| **Moodle/Turnitin:** | Any assessments submitted after the deadline will not be marked and will be recorded as a non-attempt unless you have had an extension request agreed or have approved mitigating circumstances.  |
| **File Format:** | The assessment must be submitted as a pdf document (save the document as a pdf in your software) and submit through the Turnitin submission point in Moodle.**Your assessment should be titled with your:** **Student ID, Module Code and Assessment ID,****e.g., ST12345678 MBA7000 WRIT1** |