Organizational Behavior Final Assessment: Outline and Rubric

Competency Name: Organizational Behavior

Competency Statement: Demonstrate an understanding of organizational behavior factors, processes and theoretical concepts as they relate to organizational effectiveness and productivity.

Final Assessment Title: Organizational Behavior Paper

Competency Objectives:
1. Demonstrate an understanding of the theoretical concepts that influence organizational behavior.
2. Demonstrate an understanding of factors (e.g., diversity, gender, internal, external, and organizational structure) that influence organizational behavior.
3. Demonstrate an understanding of the essential organizational and leadership processes including communication, decision-making, conflict management, networking, and use of power.

Program Learning Outcome(s): N/A

Institutional Learning Outcome(s): N/A

Purpose of this Assessment

The final assessment for this competency is meant to analyze organizational behavior factors, processes, and theoretical concepts as they relate to organizational effectiveness and productivity. The focus of the paper should be on what has been learned that is likely to influence future organizational behavior. The paper may draw upon a recent team, group, or workplace experience. Students should draw upon concepts from the competency and apply those insights to future interactions in organizations. They should assess ways in which they developed, and, as appropriate, areas for future development.

Items Required for Submission

1.   The item required for submission is an eight to 12-page paper.

Step ONE: Identify a Group to Analyze

Choose an organizational situation (group or team or committee) in which you have played a part. Decide which organizational dynamic of that situation you would like to include in your paper.

Examples of groups you might consider for this assignment:

- Church groups
- Sports teams
- A group that you participated in for a school, work, or other special project
- Neighborhood groups or organizations
- Ad-hoc committees
- Board memberships
- Clubs

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Step TWO: Analysis and Preparation

Structure and organize your ideas and support your hypothesis/predictions and inferences with research, data evidence, or logical conclusions based on evidence.

- Identify themes from your notes, your Organizational Behavior materials, and research literature you may want to include.
- Write an objective narrative of what you recall about the group and situation from beginning to end.
- Develop an outline for your paper.
- Make the connection between the dynamics of your specific situation and the organizational dynamics framework.
- Clarify and articulate how the main theories and concepts of organizational behavior apply to an organizational setting.
- Use the questions below to guide your analysis.

Questions for guidance:

- How does the organization handle, manage, or act on change?
- What kinds of behaviors are rewarded in the organization?
- How does work (really) get accomplished? If workarounds are present, why?
- Does the organization agree on the purpose or mission? Why or why not?
- How does the organization deal with chaos and ambiguity?
- What are the roles that individuals take?
- How does the organization manage change? Resistance?
- What motivates the organization to perform?
- Does the organization have more concern for getting work done or how people are feeling or doing? Why?
- How would you describe the working relations of the employers in the organization?

Step THREE: Write your Paper

- Complete your written report.
- Use the rubric to ensure that you provide all necessary sections and information.
- Have a fellow student or colleague edit for you and provide feedback.
- Use the rubric to ensure that you cover all of the necessary parts and information (yes, again).
- Make the necessary edits.

Step FOUR: Complete Checklist for Submission

[Leave this as the second to the last step in the instructions. Below, add the criteria the student must check to ensure they have met the requirements of the assessment in order to be successful.]

Before you submit your work, check to see if you have met the criteria noted below. Did you:

- ✓ Review and follow the rubric?

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- ✓ Have a friend, colleague, or professional read and make edits?
- ✓ Create an outline for the report?
- ✓ Complete your written report?
- ✓ Use the rubric below to ensure that you cover all necessary sections?
- ✓ Make the necessary edits?
- ✓ Clarify and articulate how the main theories and concepts of organizational behavior apply to an organizational setting?
- ✓ Demonstrate your knowledge and understanding of organizational behavior research theories, concept practices, styles, or beliefs and practices by relating these to your analysis?
- ✓ Structure and organize your ideas and support your hypothesis/predictions and inferences with research data evidence, or logical conclusions based on evidence?
- ✓ Analyze the arguments of others, evaluate the data and ideas, and validate or make counter argument recommendations?
- ✓ Present a comprehensive analysis of issues on areas in which the information seems to be lacking and suggest questions for further research?
- ✓ Present an insightful and thorough analysis by including all strong connections between issues identified and competency themes using trusted sources to back up your argument or position?
- ✓ Demonstrate high-level academic writing with proper mechanics? Your paper should be five to six pages (not including title or reference pages) and adhere to APA style.
- ✓ Explicitly cite sources, parenthetically and in the reference page. Citations must follow APA format. (Cite your sources is a way of demonstrating how you came to know something. Original ideas that others have written about are to be cited.)
- ✓ Reference a minimum of three scholarly journals, as well as the textbook.

Step FIVE: Submit Your Organizational Behavior Paper

- Your completed files should be submitted through the Final Assessment page of your competency.

- Please note, for files smaller than 10MB (e.g., most Word documents), use the corresponding "+UPLOAD STUDENT FILE" button to upload your Final Assessment documents. For larger files of any type (e.g., voice over PowerPoint files, video presentations), please use the optional TEXT EDITOR to provide a URL where your tutorial faculty can download your file.

- How you create a download URL is up to you, but various free online providers, including Google Drive and Dropbox, offer this service. Please make sure that the URL you provide can be accessed by anyone with the link. For further instructions on how to create public links for uploaded files, consult the support pages for your chosen provider.

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Scoring Rubric for Final Assessment

Criterion	EMERGING (1)	DEVELOPING (2)	PROFICIENT (3)	EXEMPLARY (4)
Theory	Student relates behavior theory and research, demonstrating a poor ability to analyze related concepts. No use of trusted and relevant research data. Makes irrelevant or no connections between the issues in the group/team/committee and organizational behavior theories.	Student relates behavior theory and research, demonstrating an elementary ability to analyze related concepts. Inconsistent use of trusted and relevant research data. Makes vague connections between the issues in the group/team/committee and organizational behavior theories.	Student relates behavior theory and research, demonstrating a sufficient ability to analyze all related concepts clearly, concisely, and without error. Uses trusted and relevant research data. Makes clear and error-free connections between the issues in the group/team/committee and organizational behavior theories.	Student relates behavior theory and research, demonstrating a superior ability to analyze all related concepts clearly, concisely, and without error. Consistently uses trusted and relevant research data. Makes important, strong, and error free connections between the issues in the group/team/committee and organizational behavior theories.
Analysis	Student's ideas and arguments present a weak or incomprehensible analysis of issues identified. Student includes weak or irrelevant connections between issues identified and competency. The analysis, evaluation, arguments and recommendations are weak or lacking.	Student's ideas and arguments present a partial analysis of issues identified. Student includes somewhat related connections between issues identified and competency. Partially analyzes arguments of others, evaluates the data used and questions the ideas presented, and validates or makes counter arguments and recommendations.	Student's ideas and arguments present a complete analysis of all issues identified. Student includes necessary connections between issues identified and competency. Analyzes arguments of others, evaluates the data used and questions the ideas presented, and validates or makes counter arguments and recommendations.	Student's ideas and arguments present an insightful and thorough analysis of all issues identified. Student includes all necessary connections between issues identified and competency. Objectively analyzes arguments of others, evaluates the data used and questions the ideas presented, and validates or makes counter arguments and recommendations in great detail.
Knowledge	Does not demonstrate, or does so inaccurately or superficially, a limited understanding of the major organizational	Does not demonstrate, or does so inaccurately or superficially, a limited understanding of the major	Demonstrates adequate understanding of the major organizational behavior theories and concepts.	Demonstrates sophisticated understanding of the major organizational behavior theories a concepts.

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	behavior theories and concepts.	organizational behavior theories and concepts.		
Structure and Organization of Ideas	Disorganized presentation of ideas. No support of predictions and inferences.	Circular or unclear presentation of ideas. Little support of predictions and inferences.	Articulates ideas sufficiently with adequate support of hypothesis/predictions and inferences. Research data and evidence support conclusions.	Structure and organization of ideas support the student's hypothesis/ predictions and inferences. Trusted research data and evidence show strong support of conclusions.
Evaluation, Synthesis, and Recommendation	Presents an incomplete analysis of the issues identified. Makes little or no connection between the issues identified and the strategic concepts studied in the competency. Presents misguided or Inappropriate recommendations.	Presents a superficial analysis of some of the issues identified as they relate to organizational behavior. Makes appropriate but somewhat vague connections between the issues in the case and organizational culture and structure theories. Presents some unrealistic recommendations. There is little, if any, support from the information of the major theories and concepts of organizational behavior.	Presents an appropriate analysis of issues identified as they relate to organizational behavior and suggests questions for further research based on a synthesis of all issues identified. Makes appropriate connections between the issues and organizational culture and structure theories. Is accurate in identifying limitations, shortcomings, and successes. Presents realistic and appropriate recommendations supported by the major theories and concepts of organizational behavior.	Presents a comprehensive analysis of issues identified as they relate to organizational behavior and suggests questions for further research based on a synthesis of all issues identified. Makes strong connections between the issues and organizational culture and structure theories. Is insightful and accurate in identifying limitations, shortcomings, and successes. Presents detailed, realistic, and appropriate solutions and recommendations clearly supported by the major theories and concepts.
Writing Mechanics	The paper lacks clarity and may be confusing, and is too long or short. Numerous errors in spelling, grammar, and/or punctuation. Limited, if any, adherence to APA standards.	The paper is somewhat logical and well-written, but is too long or too short. Some errors in spelling, grammar, and/or punctuation. APA standards are somewhat followed but with numerous errors.	The paper is logical, well-written, and the required length. There may be one or two minor errors in spelling, grammar and/or punctuation. APA formatting standards are followed with a few minor errors.	The paper is logical, well written, and the required length. Spelling, grammar, and punctuation are accurate and without error. APA formatting standards are followed; citations and reference page is correct.