

Management and Organisational Change

HRM11417 Tri 3 [2017-2018]

Coursework assessment Part A

According to Rollinson (2010), who cites Vroom, 'task performance' does not rely solely on motivation.

Required:

Critically evaluate the use of motivation theories in contemporary business to determine their effectiveness in improving employee task performance?

Considerations Evidence required of the following:

Assess the context; which may include factors such as: Industry, Organisational age, Organisational size, Et. al.

Definitions, examples and theories surrounding motivation from a range of sources.

Analyse at least two observable practices which have been adopted by organisations which has been designed to enhance 'task performance'.

Critique how the given theories may work, in practice. You should consider the practice in different workplaces, industries and reasons for change.

Furthermore, you should explore the advantages and disadvantages of the theories presented in obtaining enhanced organisational effectiveness.

It is important to use appropriate references for the facts given; through application of the APA 6th Ed Referencing system.

Word count for Part A: 2,000 words (+/- 10%)

Total word count for A + B is therefore: 4,000 words (+/- 10%)

Submit by 11.59 pm on 17th August 2018

Please:

- ensure you submit answers to Part A and Part B as one file.
- Provide a separate bibliography / reference list for Part A + B.
- Use your Matriculation number as the file name when uploading to Turnitin.

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Coursework assessment Part B

"Soft systems approaches to change emphasize not just the content and control of change but also the process by which change comes about. They require consideration of the cultural and political aspects of organisations as much as the structure and systems". (Senior and Fleming: 2006).

Required:

Determine in what situations it is either appropriate or inappropriate to employ soft system methodologies.

Considerations:

Analyse the practice of organisational change methodology by discussion of the differences between the soft and hard systems models of change.

Analyse how these models might work by exploring the advantages and disadvantages of the theories presented.

Critically analyse the factors that should be taken into account when considering hard systems approaches to change.

It is important to draw a parallel between the theory and practice and use appropriate references for the facts given through application of the APA 6th Ed Referencing system.

Word count for Part B: 2,000 words (+/- 10%)

Total word count for A + B is therefore: 4,000 words (+/- 10%)

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