**DUE: Sunday, December 6, 2020 (11:59 pm EST)**

**Organizational Analysis Assignment**

An important goal of this course is to develop your ability to critically evaluate organizational practices from the framework of organizational behaviour. For this assignment, you will apply principles and theories from this course to critically compare OB practices of **two organizations within the same industry**(e.g., Apple and Samsung, Air Canada and WestJet, Tim Hortons and Starbucks, Shoppers Drug Mart and Rexall, Walmart and Costco, Rogers and Bell, Disney and Warner Bros, Ford and Toyota, TD and RBC, Vancouver Canucks and Toronto Raptors).

More specifically, you will analyze the effectiveness of organizational practices within the framework of organizational behavior (i.e., what does the research or what would organizational theory have to say about the chosen practices). As an example, Microsoft has practices of promoting and supporting career growth for employees, including a tuition reimbursement program and one-on-one time with managers to discuss career path and development. These practices may foster organizational commitment and job satisfaction. However, Microsoft also engages in other practices, such as utilizing “permatemp” employees, which may be self-defeating in terms of employee job satisfaction. Another example of an organizational practice is the decision by Loblaws and Metro to implement then scrap the $2 hourly pay premium to workers during the COVID-19 pandemic.

Which practices, industry, or organizations you choose are not important. You should, however, ensure that your choices are directly related to organizational behavior (e.g., employee benefits, compensation, mentoring, customer service, salary, leadership, group dynamics, conflict, communication, values, motivation, etc.). You can get information about organizational practices in a number of ways, including (but by no means limited to): company websites, the news, books written about the organization, magazines, interviews with people within the organization, your own observations.

***The deliverable.*** Your grade for this assignment will be based on a written report. Your report should provide a detailed analysis of the two organizations and the practices that you are examining. As a general guideline, you should focus on *two organizational practices, and compare/contrast your two organizations on these practices* (e.g., TD does X in terms of leadership development and RBC does Y). The description of the organizational practices should be detailed enough that a naïve reader can understand what each organization does. You may, where such information is available, comment on why the organization has adopted a given practice. Second, the report should include a detailed analysis of whether these organizational practices are effective/optimal within the framework of organizational behavior (i.e., what does research or theory say about the practice). Finally, based on your understanding of the research and theory, comment on the ideal/optimal practices that these organizations should strive to adopt. To summarize, you should: explain what each organization does, critically analyze what they currently do from an OB research/theory perspective, and discuss what they should ideally do based on OB research/theory.

Additional instructions for the written report:

* The main body of the document must be *no longer than 6 standard report pages* (12-point Times New Roman font, 1” margins, double spaced). This page limit is firm (i.e., anything after the 6th page will not be graded)
* Include a title page (your title page is not included in your 6 pages limit)
* Include APA style references (e.g., sources that you used) on a separate page (references are not included in your 6-page limit)
* Specify the source of information in your report using APA style in-text citations
* Number your pages
* Use 12-point Times New Roman font, double-spacing, and 1” margins all around
* It is very common for students to receive low grades because they do not answer the questions that were asked. So, carefully proofread your assignment before handing it in and ensure that you did what was asked
* Submit the report in .doc or .docx file format to the appropriate Dropbox on LEARN by the deadline (see COURSE SCHEDULE)

**Grading Rubric**

Your report must include (see rubric on page 4):

☐ Selection of 2 organizations in the same industry

☐ Selection of 2 organizational practices from these organizations

☐ Evaluation of both organizational practices based on relevant organizational behaviour theories/concepts

☐ Recommendations for what the organizations should ideally do

Your report must comply with the following guidelines:

☐ Maximum 6 pages in length (12-point Times New Roman font, 1” margins, double spaced)

 Note: 6-page limit does not include title page or references

☐ Title Page

☐ Reference List (APA 7th edition style)

☐ Correctly cite any external information (not from textbook or course materials) you used in your paper (APA style citations)

☐ Have numbered pages

☐ Be free of spelling and grammatical errors

☐ Be carefully proofread

**Lateness penalty**: Assignments that are submitted late will receive a deduction in the overall assignment of 5% a day up to 7 days. After 7 days, missed submissions will receive a grade of zero.

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|  | **Potential Points** | **0** | **1** | **2** | **3** | **4** |
| **Organizational Practice #1** | 1 | Missing | Detailed description of organizational practice, enough for naïve reader to understand | - | - | - |
| **Analysis of Organizational Effectiveness for Practice #1** | 3 | Missing | Mentioned whether given practice is effective/ineffective without discussing why | Clearly described why practice is effective or ineffective by providing reasons | Compared and contrasted both organizations on this practice, clearly described whether practice is effective/ineffective by providing reasons | - |
| **Organizational Practice #2** | 1 | Missing | Detailed description of organizational practice, enough for naïve reader to understand | - | - | - |
| **Analysis of Organizational Effectiveness for Practice #2** | 3 | Missing | Mentioned whether given practice is effective/ineffective without discussing why | Clearly described why practice is effective or ineffective by providing reasons | Compared and contrasted both organizations on this practice, clearly described whether practice is effective/ineffective by providing reasons | - |
| **Relevance of Practices to OB** | 4 | Missing or completely irrelevant practices | Only one practice is relevant to OB | Both practices mentioned are relevant to OB | Both practices mentioned are relevant to OB, mentioned relevant OB theories and research without much detail | Clearly articulated relevance of practices to OB theories and research using key course concepts |
| **Recommendations** | 4 | Missing | Recommendations irrelevant for practices | Reasonable recommendations, but did not explain why | Reasonable recommendations and reasons for recommendations | Clearly explained recommendations based on synthesis of practices and OB theories/research  |
| **Writing** | 3 | Incomprehensible writing | Excessive spelling, grammar, and other writing issues; missing or inappropriate references | Minimal writing issues and appropriate references included | Clear writing without issues and references/citations follow APA 7th edition style | - |
| **Total** | 19 |  |  |  |  |  |