

Organizational Analysis Paper

Select an organization to research. From past experience I can say it is easier to select an organization for which you work/have worked in the past--but ONLY if you are able to remove any hostilities you may have, and look at the situation with fresh eyes. If you are unable to do so, please choose an organization in which you do not work.

For this assignment you will a) develop and describe a profile of that organization that models cases presented in the text, b) describe a specific situation/problem/issue that arises within that organization, c) analyze that situation at the individual, group, and organizational levels. Your paper must include thorough examination of at least 7 major concepts or theories from the text. Describe the organization and identify concepts/theories evident from your research such as:

- motivation (including theory),
- rewards,
- leadership (including style),
- organization design, power and politics,
- communication, team/group dynamics,
- decision making (including model)
- organizational culture

Be sure you include the following:

-Provide a comprehension description of the culture in the organization you are studying.

-Provide a comprehensive description of the socialization process in the organization that you are studying.

-Conclude your paper by summarizing what new learning resulted from doing this organizational level analysis; make sure you apply theory in your conclusions. Include any recommendations you have for the current supervisor and the organization to enhance the motivation of each individual. Detail the learning and value of the assignment in relation to all levels of organizational behavior

-Make some assertions and draw conclusions regarding the theories/concepts demonstrated at the organization that relate to the individual, group and organizational processes described in the course content modules and the text.

-Finally you must identify the learning value of the assignment.

Your paper should be 11-13 pages in length and should describe the organization from the three levels of organizational behavior (individual, group, organizational). Note that the above theories/concepts I listed as an example do touch on all three levels of Organizational Behavior. Here's a great article refresher on what theories/concepts would meet each level:

<https://www.referenceforbusiness.com/management/Ob-Or/Organizational-Behavior.html>

Your paper **will be evaluated** on the following:

- depth of analysis
- breadth of analysis
- accurate and thorough use of theories/concepts at appropriate levels of organizational behavior
- use of specific examples
- learning and value in relation to theory and all levels of organizational behavior
- use of theory in conclusions made
- organization, clarity and readability of the paper

In addition, it is a very good idea for you to review the grading rubric for this assignment. Be sure to include 5 scholarly outside sources and 7 major theories and concepts from the text in your paper.

There is an acceptable (not perfect) example of an Organizational Analysis Paper on the course site. In addition, it is a very good idea for you to review the grading rubric for this assignment.

Submit your completed paper at the appropriate Drop box for grading.

Organizational Analysis Rubric

Required Element	Yes	No	Comments
Organizational context:			

<p>Clearly described.</p> <p>Context for paper clear.</p> <p>Provides examples for clarity.</p> <p>(10 points)</p>			
<p>Required topics:</p> <p>Reflects required topics. (See assignment description for specific topics.)</p> <p>Examples help make meaning clear.</p> <p>Uses/applies theory and concepts from the text and outside scholarly sources to clarify issues surrounding required topics.</p> <p>(10 points)</p>			
<p>Description of organization at all levels:</p> <p>Reflects organization at all levels.</p> <p>Examples help make meaning clear.</p> <p>Uses theory to explain.</p> <p>Ties theory and concepts from the text and outside scholarly sources to clarify issues surrounding required topics.</p> <p>(20 points)</p>			
<p>Use of relevant theories:</p> <p>Ties behavior accurately to more than 7 relevant theories and defines accurately.</p> <p>Examples related to theory help make meaning clear.</p> <p>Ties theory to all 3 levels of analysis.</p> <p>(40 points)</p>			
<p>Learning value of assignment:</p> <p>Details learning and value of assignment in relation to theory and practice at all three levels of organizational behavior.</p> <p>(10 points)</p>			
<p>Conclusions and Recommendations:</p> <p>Specific conclusions discussed in relation to theory.</p> <p>Rationale sound, and are substantiated with outside sources/information that help to justify conclusions that are drawn.</p>			

<p>Includes appropriate set of recommendations that fit with overall theme of paper and appropriately articulate what has been learned from the course, text and other sources.</p> <p>(10 points)</p>			
<p>Citations & quotes:</p> <p>Attributes quotes and paraphrases to source.</p> <p>Has reference listing to acknowledge sources used.</p> <p>Includes at least 5 outside scholarly sources.</p> <p>(can subtract up to 10 points)</p>			
<p>Technical Skills:</p> <p>Grammar, punctuation, spelling correct or very few errors.</p> <p>(can subtract up to 10 points)</p>			
<p>Readability:</p> <p>Logically organized, good flow, easy to read.</p> <p>Uses headings to separate sections.</p> <p>(can subtract up to 10 points)</p>			
<p style="text-align: center;">Total (out of 100)</p>			