

## Organizational Behavior-HRM 214

### Video Based Analysis (Individual Assignment)

10 marks

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#### Submission Guidelines:

- Write your assignment in **report form** ( PDF file )
- Submission will be accepted **via blackboard** only.
- To know more about the grading criteria and what is expected of you to get a good grade for this assignment, **check & follow the detailed rubric.**

**NOTE: Mark deduction criteria** would be followed according to the given below rubric column.

Rubric

## Language and Style (30%)

Criteria	<b>Poor (0)</b> Student has poorly met the criteria of proper organization professional writing, logical flow of analysis and formatting	<b>Fair (0.25)</b> Student has not supported the criteria proper organization, professional writing, logical flow of analysis and formatting	<b>Good (0.50)</b> Student has partially met the criteria of proper organization, professional writing, logical flow of analysis and formatting	<b>Very Good (0.75)</b> Student has met the criteria of proper organization, professional writing, logical flow of analysis and formatting	<b>Excellent (1)</b> Student has excellently met the criteria of proper organization, professional writing, logical flow of analysis and formatting
<p><b>1. Appropriate formatting rules &amp; Cover Page</b></p> <ul style="list-style-type: none"> <li>•Font type: Times New Roman,</li> <li>• Size 12,</li> <li>• Spacing 1.5</li> <li>• University logo</li> <li>• College Name</li> <li>• Department Name</li> <li>• Section No</li> <li>• Name of Instructor</li> <li>• Students name and IDs</li> </ul>	<p>No formatting applied</p> <p>No cover page, No information details</p>	<p>Only Few formatting rules applied.</p> <p>Somewhat structured cover page but lacking coherent sequence of information details</p>	<p>Only some formatting rules applied.</p> <p>Structured cover page with partially flow of information details</p>	<p>Most of the formatting rules applied. One -Two aspect missing</p> <p>Structured with good flow of information details</p>	<p>All formatting rules applied</p> <p>Well-arranged structured and coherent information details</p>
<p><b>2. Writing mechanics (grammar, sentence, spelling, punctuation and fluent vocabulary, formal academic tone.</b></p>	<p>Case has 6 or more grammar, sentence, spelling and punctuation errors.</p> <p>Inappropriate vocabulary, Informal academic tone.</p>	<p>Case has 5- 6 grammar, sentence, spelling and punctuation errors.</p> <p>Somewhat appropriate vocabulary, but Informal academic tone</p>	<p>Case has 3-4 grammar, sentence, spelling and punctuation errors.</p> <p>Inadequate vocabulary, with partially formal academic tone</p>	<p>Case has 1-2 grammar, sentence, spelling and punctuation errors.</p> <p>Partially accurate vocabulary, with partially formal academic tone</p>	<p>Case is free of grammar, sentence, spelling and punctuation errors.</p> <p>Appropriate fluent vocabulary, formal academic tone.</p>
<p><b>3. Fluent sentences, clear transitions, and effective paragraph structure.</b></p>	<p>No fluent sentences, clear transitions, and effective paragraph structure.</p>	<p>Few sentences are fluent but transitions are not clear, and contains ineffective paragraph structure.</p>	<p>Some sentences are fluent, transitions are not clear, but contains effective paragraph structure</p>	<p>Most sentences are fluent, clear transitions, and effective paragraph structure.</p>	<p>All sentences are fluent, clear transitions, and effective paragraph structure.</p>

## Contents (70%)

Criteria	No Evidence (0)	Fails Expectations (0.25)	Approaches Expectations (0.50)	Meets Expectations (0.75)	Exceeds Expectations (1)
	Student has shown no understanding and missing analysis. Key ideas/findings are not communicated	Student has shown minimal understanding analysis. Communicates the key ideas/findings with no clarification and justification.	Student has shown average understanding and analysis. Communicates the key ideas/findings with little degree of clarification and justification	Student has shown considerable understanding and comprehensive analysis. Communicates the key ideas/findings with considerable degree of clarification and justification	Student has shown thorough understanding and in depth analysis. Communicates the key ideas/findings with high degree of clarification and justification
<p><b>1. Effective executive summary</b></p>	Entire sections of the executive summary are missing or the polling report is missing and the executive summary lacks detail and not well explained.	Executive summary lacks clarity and has incomplete sections (such as the problem section or the opinion poll). It contains very little detail and does not clearly explain what the problem and the solutions are.	Executive summary either has sections which are too brief or contains paragraphs that have not been well-developed. There is a line or bar graph and a public opinion section. The executive summary is lacking in detail.	Executive summary contains the proper sections and a line or bar graph and outlines the problem and the solution, but does not contain enough detail.	Executive summary contains a very detailed Problem Section, History/Background Section, Effects of the Problem, Public Opinion (and a full-page bar or line graph), Recommendation, and Conclusion. The essay should be extensive and should clearly identify the problem and the solution.
<p><b>2. Clear explanation of key strategic issues</b></p> <ul style="list-style-type: none"> <li>The problems, scope, and seriousness were clearly identified in the discussions.</li> <li>There was a well-focused diagnosis of strategic issues and key problems that demonstrated a good grasp of the topic related present situation and strategic issues.</li> </ul>	Shows no understanding of the issues, key problems, and the topic's present situation and strategic issues.	Shows little understanding of the issues, key problems, and the topic's present situation and strategic issues.	Shows some understanding of the issues, key problems, and the topic's present situation and strategic issues.	Shows adequate knowledge of the issues, key problems, and the topic's present situation and strategic issues.	Shows superior knowledge of the issues, key problems, and the topic's present situation and strategic issues.

<p><b>3. Valid arguments &amp; appropriate analysis of factors with relevant supportive detail</b></p>	<p>Critical issues, key factors and key problems that supported the scenario analysis were not logically organized, identified, analyzed, and supported.</p>	<p>Critical issues, key factors and key problems that supported the scenario analysis were /illogically organized, poorly identified, analyzed, and supported.</p>	<p>Critical issues, key factors and key problems that supported the scenario analysis were not clearly identified, not logically organized, analyzed, and supported.</p>	<p>Critical issues, key factors and key problems that supported the scenario analysis were partially identified, logically organized, analyzed, and supported.</p>	<p>Critical issues, key factors and key problems that supported the Case Analysis were clearly identified, logically organized, analyzed, and supported.</p>
<p>· Logically organized, key points, key arguments, and easily identified key factors</p> <p>· Critical issues and key problems that supported the topic were identified and clearly analyzed and supported.</p>					
<p><b>4. Justification of points made using references, strategies, models &amp; approaches</b></p>	<p>Comprehensive description of consistencies or patterns leading to a summary of the problem or situation supported by no evidence.</p> <p>No evidence of supported key points with a well thought out rationale based on applying specific concepts, models, strategies and approaches learned in the course.</p>	<p>· Comprehensive description of consistencies or patterns leading to a summary of the problem or situation supported by 1 evidence.</p> <p>Few supported key points with a well thought out rationale based on applying specific concepts, models, strategies and approaches learned in the course.</p>	<p>· Comprehensive description of consistencies or patterns leading to a summary of the problem or situation supported by 2 evidences.</p> <p>Some supported key points with a well thought out rationale based on applying specific concepts, models, strategies and approaches learned in the course..</p>	<p>· Comprehensive description of consistencies or patterns leading to a summary of the problem or situation supported by 3 evidences.</p> <p>Most supported key points with a well thought out rationale based on applying specific concepts, models, strategies and approaches learned in the course.</p>	<p>· Comprehensive description of consistencies or patterns leading to a summary of the problem or situation supported by more than 3 evidences.</p> <p>All supported key points with a well thought out rationale based on applying specific concepts, models, strategies and approaches learned in the course.</p>
<p>· Comprehensive description of consistencies or patterns leading to a summary of the problem or situation supported by evidence.</p> <p>· Key points were supported with a well thought out rationale based on applying specific concepts, models, strategies and approaches learned in the course.</p>					
<p><b>5. Logical organization and presentation</b></p>	<p>No evidence of main ideas and logical progression of ideas with well-executed transition sentences</p>	<p>Main ideas have logical progression of ideas with poorly-executed transition Sentences</p>	<p>Main ideas have a logical progression of ideas with partially-executed transition sentences</p>	<p>Main ideas have most logical progression of ideas with good-executed transition sentences</p>	<p>Main ideas have a logical progression of ideas with well-executed transition sentences</p>
<p>Main ideas have a logical progression of ideas with well-executed transition sentences</p>					

<b>6. Conclusions and recommendations are congruent with strategic analysis</b>					
<p>Specific facts were referred to when necessary to support the analysis and conclusions.</p> <p>Recommendations and conclusions were presented and supported in a literate and effective manner.</p> <p>Effective recommendations or plans of action provided.</p>	<p>Specific facts necessary to support the analysis and conclusions was not provided.</p> <p>No evidence of recommendations and conclusions and supported in a literate in effective manner.</p> <p>Effective recommendations or plans of action not provided.</p>	<p>Specific facts necessary to support the analysis and conclusions was not provided.</p> <p>one –two recommendations and conclusions were presented and not supported in a literate and effective manner.</p> <p>Few effective recommendations or plans of action not provided.</p>	<p>Specific facts were not referred when necessary to support the analysis and conclusions.</p> <p>Few recommendations and conclusions were presented and inadequately supported in a literate and effective manner.</p> <p>Some effective recommendations or plans of action inadequate.</p>	<p>Specific facts were occasionally referred when necessary to support the analysis and conclusions.</p> <p>Some recommendations and conclusions were presented and partially supported in a literate and effective manner.</p> <p>Effective recommendations or plans of action were partially provided.</p>	<p>Specific facts were referred when necessary to support the analysis and conclusions.</p> <p>Recommendations and conclusions were presented and supported in a literate and effective manner.</p> <p>Effective recommendations, solutions or plans of action were provided.</p>
<b>7. Referencing: Citation (APA)</b>	APA style is inaccurate; non re-findable sources, all the links don't work for sources.	APA style is accurate; re-findable sources, all the links work for only 2 or 3 of the sources.	APA style is accurate; re-findable sources; all the links work for 60-79 % of the sources.	APA style is accurate; re-findable sources; all the links work for 80-95 % of the sources.	APA style is accurate; re-findable sources, all the links work for sources.

### Marks Deductions (from total earned marks)

<b>Word Limit</b>	More than 1500 (Minus 1 mark)	Less than 1000 ( Minus 1 mark )	Between 1000-1500 (No deduction)		
<b>Late Submission Penalty</b>	2 days late (Minus 2 marks)	One day late (Minus 1 mark)	On deadline (No deduction)		
<b>Plagiarism</b>	More than 40 % (Fail/10 marks)	Less than 30% (Minus 2 marks)	Less than 20% (Minus 1 mark)	Less than 10 % (No deduction)	
<b>Total marks deducted</b>					