

**Assignment 2**

**Deadline: 18/11/2021 @ 23:59**

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| Course Name: Organization Design & Development | Student’s Name: |
| Course Code: MGT404 | Student’s ID Number: |
| Semester: I | CRN: |
| Academic Year: 1443/1444 H | |

**For Instructor’s Use only**

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| --- | --- |
| Instructor’s Name: | |
| Students’ Grade: | Level of Marks: |

**Instructions – PLEASE READ THEM CAREFULLY**

* The Assignment must be submitted on Blackboard (**WORD format only**) via allocated folder.
* Assignments submitted through email will not be accepted.
* Students are advised to make their work clear and well presented, marks may be reduced for poor presentation. This includes filling your information on the cover page.
* Students must mention question number clearly in their answer.
* Late submission will NOT be accepted.
* Avoid plagiarism, the work should be in your own words, copying from students or other resources without proper referencing will result in ZERO marks. No exceptions.
* All answered must be typed using **Times New Roman (size 12, double-spaced)** font. No pictures containing text will be accepted and will be considered plagiarism).
* Submissions without this cover page will NOT be accepted.

**Department of Business Administration**

**Organization Design and Development- MGT 404**

**Assignment 2**

**Marks: 5**

***Course Learning Outcomes:***

* Describe the basic steps of the organizational development process.
* Analyze the human, structural and strategic dimensions of the organizational development.

***Part 1 (2.5 marks):***

*Please read the case study entitled as “Job Design at Pepperdine University.” available in your textbook “Organization Development & Change”, p.115, in the 10th edition by Cummings, T and Worley, C and answer the following questions:*

1. Describe the culture of Pepperdine University within which an individual job is enriched.

2. Explain why it is important for an individual job design to be congruent with the larger organization design. Support your answer using one example from the case.

***Part 2 (2.5 marks):***

*Please refer to Figure 5.2 in your textbook (comprehensive model for diagnosing organizational system) and answer the following questions based on your understanding:*

3. Choose an example of a hypothetical organization and explain the three key inputs (or environmental types) that affect the way such organization could be designed.

4. Choose an example of a hypothetical job position and describe each of its design components at the individual level.

**Answers:**

**Part 1:**

**A.1**

**A.2**

**Part 2:**

**A.3**

**A.4**