**General 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.

**Learning Outcomes:**

| **1** | Recognize the fundamental concepts, theories and principles, examine challenges of organizational behaviour. (CLO1). |
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**Reference Source:**

**Textbook:-**

Colquitt, J. A., LePine, J. A., & Wesson, M. J. (2021). *Organizational behavior: Improving performance and commitment in the workplace (7th ed)*. Burr Ridge, IL: McGraw-Hill Irwin.

**Case Study: -**

**Case: ACCENTURE**

**Please read the case** “Accenture” **from** Chapter 2 “*JOB PERFORMANCE*”*Page: - 50***given in your textbook – *Organizational behaviour: Improving performance and commitment in the workplace (7th ed)*. by Colquitt, J. A., LePine, J. A., & Wesson, M. J. (2021) and Answer the following Questions:**

**Assignment Question(s):**

**Part:-1**

**1.** Describe the major strengths and weaknesses of Accenture’s new system of providing employees feedback about their job performance. **(02 Marks ) (Min words 150-200)**

**2.** Identify types of job performance that Accenture’s new system of providing performance feedback would best account for? Which types of job performance that might be overlooked? Explain. **(02 Marks ) (Min words 150-200)**

**3.** Describe jobs or job contexts where a performance management system like the one Accenture replaced might be more appropriate? Explain. **(02 Marks ) (Min words 150-200)**

**Important Note: -** Support your submission with course material concepts, principles, and theories from the textbook and **at least two scholarly, peer-reviewed journal articles.**

**Part:-2**

**Discussion question:** **Page: -** Please read **Chapter 2** **“*JOB PERFORMANCE”***carefully and then give your answers on the basis of your understanding.

**4.** Consider how you would react to 360-degree feedback. If you were the one receiving the feedback, whose views would you value most: your manager’s or your peer’s? If you were asked to assess a peer, would you want your opinion to affect that peer’s raises or promotions? **(2 Marks) (Min words 200-300)**

**5.** Describe a job in which citizenship behaviors would be especially critical to an organization’s functioning, and one in which citizenship behaviors would be less critical. What is it about a job that makes citizenship more important? **(2 Marks) (Min words 200-300)**

**Important Note: -** Support your submission with course material concepts, principles, and theories from the textbook and **at least two scholarly, peer-reviewed journal articles.**

**Due date for the submission of Assignment:- 1**