



Empire College London

Assignment Brief – BTEC (RQF)

HNC in Business & HND in BUSINESS (Business Management)

Unit20: Organisational Behaviour

Assignment Brief 2

Student Name/ID Number		
Unit Number and Title	Unit 20: Organisational Behaviour	
Academic Year	2022-2023	
Unit Tutor	Rajiv Bains	
Assignment Title	Power, Politics and Culture	
Issue Date	06.09.2022	
Submission Date	04.11.2022	Resubmission Date: 16.12.2022
IV Name	Dennis Smith	IV Date:28.11.2022- 02.12.2022
Submission Format		
<p>The submission is in the form of an academic poster.</p> <p>The academic poster should be written in a concise style using an appropriate template. are required to make effective use of headings, paragraphs, and subsections, as appropriate and supported with research and referenced using the Harvard referencing system (or an alternative referencing system). Please also provide a bibliography using the Harvard referencing g system (or alternative system). Inaccurate use of referencing may lead to issues of plagiarism if not applied correctly.</p> <p>The recommended word limit for the factsheets is 1500 to 2000 words, although you will not be penalized for going under or exceeding the total word limit.</p>		
Unit Learning Outcomes		
LO4 Examine how power, politics and culture can be used to influence employee behaviour and accomplish organisational goals.		
Transferable skills and competencies developed		
<ul style="list-style-type: none">• Conceptual and critical thinking, analysis, synthesis and evaluation• Research skills for evidence-based decision making• Ability to be open, approachable and authentic, and able to build trust with others		



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- **Ability to seek the views of others and value diversity**
- **Ability to operate according to organisational values.**

Vocational scenario

Role at Allaband Fashions plc

In your position as Graduate Trainee Store Manager, central office has raised concerns with you that organisational power and politics are negatively influencing the culture of the business. This is preventing some stores from achieving set business goals. As a Graduate Trainee Store Manager running an operation, you must be commercially aware and be responsible for delivering on-sales targets while delighting your customer at every interaction. You have been asked to investigate how power, politics and culture influence employee behaviour and impact customer satisfaction and sales. Your investigation will be presented as an academic poster in your next Master Class training session and will focus on driving performance and productivity.

Assignment activity and guidance

You are to evaluate a variety of different organisational examples of how organisational, power, politics and culture affect employee behaviour.

You should make recommendations on how organisational power, politics and culture could be used to encourage and guide employee behaviour to help achieve sales and target goals, improve interaction with customers, and with visual merchandising and stock presentation.

You should consider:

- different perspectives of power
- the occurrence of organisational politics
- levels of culture and how national culture can influence management and employee behaviour
- the combined effect of power, politics and culture on behaviour and the accomplishment of organisational goals.

Recommended Resources

Please note that the resources listed are examples for you to use – the list is not definitive.

Textbooks

Buchanan, D. and Huczynski, A. (2019) Organizational Behaviour. 10th Ed. Harlow: Pearson

Mullins, L. J. (2019) Organisational Behaviour in the Workplace. 12th Ed. Harlow: Pearson



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Weblinks

Business News Daily. Are Workplace Politics Destroying Your Business? Available at:

[https:// www.businessnewsdaily.com/6374-fix-workplace-politics.html](https://www.businessnewsdaily.com/6374-fix-workplace-politics.html)

Hofstede Insights. National Culture. Available at:

<https://hi.hofstede-insights.com/national-culture>

MindTools: 7 Ways to Use Office Politics Positively. Available at:

[https://www.mindtools.com/ pages/article/newCDV_85.htm](https://www.mindtools.com/pages/article/newCDV_85.htm)

HN Global

HN Global (2021) Reading Lists. Available at:

<https://hnglobal.highernationals.com/learning-zone/reading-lists>

HN Global (2021) Student Resource Library. Available at:

<https://hnglobal.highernationals.com/subjects/resource-libraries>

HN Global (2021) Textbooks. Available at:

<https://hnglobal.highernationals.com/textbooks>

Journal articles

Giovanni Di Stefano, Maria Gaudiino. (2019) [Workaholism and work engagement: how are they similar? How are they different? A systematic review and meta-analysis](#). European Journal of Work and Organizational Psychology 28:3, pages 329-347.

Anthony M. Grant (2017) The third 'generation' of workplace coaching: creating a culture of quality conversations, Coaching: An International Journal of Theory, Research and Practice, 10:1, 37-53, DOI: 10.1080/17521882.2016.1266005

Morgan J. Tear, Tom W. Reader, Steven Shorrock, Barry Kirwan, Safety culture and power: Interactions between perceptions of safety culture, organisational hierarchy, and national culture, Safety Science, Volume 121, 2020, Pages 550-561,

<https://www.sciencedirect.com/science/article/pii/S0925753518303771>

Zawadzki, M. (2018). Dignity in the Workplace. The Perspective of Humanistic Management. Central European Management Journal, 26(1), 171-188. <https://doi.org/10.7206/jmba.ce.2450-7814.224>



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Learning Outcomes and Assessment Criteria

Pass	Merit	Distinction
LO4 Examine how power, politics and culture can be used to influence employee behaviour and accomplish organisational goals.		LO4
P6 Examine how the operation of power, politics and culture in an organisation affect employee behaviour and the accomplishment of organisational goals.	M4 Evaluate how the operation of power, politics and culture affect employee behaviour and the accomplishment of organisational goals.	
		D3 Make justified recommendations on how power, politics and culture can be used effectively to influence and direct employee behaviour towards the accomplishment of organisational goals.

Student Declaration

I certify that the contents of my assignment will be entirely my own work and understand fully the consequences of plagiarism.

Signature:

Date:

Resubmission Signature:

Date:

Plagiarism

Plagiarism is a particular form of cheating. Plagiarism must be avoided at all costs and students who break the rules, however innocently, will be penalised. You must keep a careful record of all sources you use, including all internet material. It is your responsibility to ensure that you understand correct referencing practices. These are referred to in the Handbook. Please consult the relevant unit lecturer or your course tutor if you need any further advice.