

D/ DETAILED OUTLINE

0. Brainstorm the outline of your story

- For coherent analysis, sketch your story's main ideas before analyzing.
- Your assignment outline should resemble:
 - **Background History:**
 - Born and raised as the first child in Vietnam, I grew up in a household where a Chinese dialect was spoken, reflecting a unique cultural blend.
 - My parents ran a small textile factory serving the migrant worker community, exposing me early on to the harsh realities of labor exploitation in the industry.
 - **Elaborate more on Background: Educational Influence and Family Business:**
 - Parents value education → I have access to international education → Eye-opening to more ethical perspectives on business and labor practices.
 - Despite the financial struggles of my family's business, my parents emphasized the importance of education, leading to a dichotomy in my worldviews compared to my family's business-first approach.
 - **How background form challenges in your specific organization:**
 - **Challenge 1: Advocating for Fair Labor Practices:** In my role, advocating for fair labor practices often leads to resistance from management. This challenge emerges from the clash between my ethical education and the harsh realities of our family business, where profitability sometimes takes precedence over labor fairness.
 - **Challenge 2: Balancing Compassionate Values and Business Needs:** A persistent tension exists between upholding the profit-driven ethos of our family's business and my desire to create a more humane and ethical work environment. This conflict mirrors the broader societal indifference towards marginalized workers and the financial pressures my family faces.
 - **Linking the Challenges:**
 - The societal apathy towards marginalized workers and the ingrained family obligation to prioritize business profitability create a complex environment where advocating for change is challenging. My

background in a bicultural, bilingual family provides me with a unique perspective but also places me at the crossroads of conflicting values.

- **Overcoming Organizational Discrimination:**

- Leveraging my bilingual skills and educational background, I initiate skill-based language classes to bridge communication gaps in the workforce.
- To address the exploitation silently accepted in the industry, I conducted an anonymous survey among employees, highlighting their hardships. This move is a strategic step to gather evidence and gain support for reform.
- My ultimate goal is to reshape the exploitative norms and challenge the class privileges that have been perpetuated in the industry, all while navigating the complexities of your family's expectations and the broader societal context.

- **Rich & Logic Narrative**

- **Relevant Background:** directly relates to organizational issues.

- **Central Conflict:** exists within the protagonist's worldview.

- **Linked Challenges**

- **Societal Relevance:** Broader societal issues, like indifference towards marginalized workers, are introduced.

I. GUIDELINES

A. Personal Background (Suggested 350-450 words)

Tips:

- Given that Part A's rubrics have lower weight compared to other parts, provide **a concise introduction of your background and state your beliefs. Save detailed exploration for the subsequent sections.**

Suggested Flow:

- **1-2 first sentences:** Describe who you are - Your personality, hometown, and family background that makes you unique
- **2-3 sentences:** Elaborate more on the cultural environment of your upbringing (e.g., in an Asian family, community values, etc.).

Tips: You can elaborate more on broad societal issues rather than too personal a background to connect with multiple theories effectively.

E.g: Living in an Asian society with the issue of indifference towards marginalized workers, instead of a family business background

- **1-2 next sentences** are theories you can link:
 - Functionalism
 - Social Relativism
 - Radical Structuralism
 - Radical Humanism
 - Ontology/Epistemology
 - If it's about the nature of reality and existence, it's ontological.
 - If it's about how we know things or the concept of knowledge, it's epistemological.
- **2 last sentences:** State your identity and experiences.

For Example:

1. I am a unique blend of cultural influences, shaped by my upbringing in Vietnam as the first child in my family. My early years were marked by the hum of my parent's small textile factory, a business that served the migrant worker community. It was within these walls that I was exposed to the harsh realities of labor exploitation, witnessing firsthand the struggles of marginalized workers in the industry.
2. In Asia, societal indifference towards marginalized workers is glaring. Despite economic growth, exploitation thrives in countries like China, Vietnam, and India with low labor costs ([Sharma, 2022](#)).
3. This starkly contrasts with the principles of **radical humanism**, which advocate for equality and dignity for all. The exploitation and neglect of these workers underscore the urgent need for radical change to align with the ideals of humanism.
4. In contrast to radical humanism's ideals of equality and dignity for all, the indifference towards marginalized Asian workers calls for profound transformation. It aligns with **ontology**, delving into the fundamental nature of issues and our understanding of systemic challenges.
5. I maintain the conviction that the indifference towards marginalized workers in Asia is a significant impediment to the progress and well-being of society as a

whole. This apathy not only hinders the development of those workers but also restricts the growth and evolution of our communities.

Examples of statements you can write for this section: “This is how the Vietnamese high school system did NOT work for me”, “This is what my parents taught me”, “This is how I see the world as a woman,” etc.

- Please pay attention to how you situate yourself within specific organizational contexts such as “family business” or “the high school system”, “the university”, “the classroom”, “student clubs”, “social networks”.

Tips: This part should **focus mainly on your background**, so be thoughtful in choosing **background features that could open up more stories** later on in the essay.

- You can **link between various backgrounds**, from family background to social background, and so on.
- Besides, since part A’s **rubrics are lower** compared to other parts, it is suggested that you only briefly introduce the background and state your belief, then **focus mainly on other parts below**

B. Organizational Challenges (Suggested 1000 words)

Objective: This part is required to **emphasize the relations** among **factors of your background towards your challenges** as well as **how it shapes your challenges**

Suggested Flow:

Challenge 1 (500 words)

- **2-3 first sentences:** Overview your background then link to how that background has shaped your thoughts and perceptions

Example: As previously mentioned, I occupy the position of the eldest sibling within my family. How my parents have nurtured me has been characterized by meticulous care and stringent standards, consequently leading them to establish exceptionally high expectations for my achievements.

- **4-5 next sentences:** Share 1-2 key life events that impacted how you view things - Could be something with strong emotions like graduation, failure, or a role model.

Example: Beneficial familial circumstances, coupled with my parents' elevated educational attainments, have granted me numerous opportunities for scholarly pursuits and enriched sociocultural comprehension. A pivotal moment in my life was being allowed to study at an international university, focusing on business ethics and sustainability. This experience profoundly reshaped my perspectives, especially regarding corporate responsibility and environmental stewardship.

- **2-3 next sentences - Group Dynamics:** Discuss challenges faced in group settings, such as diverse viewpoints and communication barriers, or a lack of commitment to mutual understanding and respect.
- **2-3 next sentences- Power Struggles:** Describe any conflicts of interest or power imbalances encountered, particularly in the workplace

Example: During a summer internship at my family business, I encountered power struggles that highlighted conflicts of interest, particularly regarding employee rights and managerial decisions. My direct experience with a manager, whose viewpoints on employee benefits clashed with my understanding of business ethics and sustainability, underscored the importance of balancing profit with social responsibility. This experience has been instrumental in shaping my approach to leadership and ethical decision-making in a professional setting.

- **4-5 sentences: Provide specificity in explaining** how some unique aspect of your upbringing or privileges/disadvantages tied directly to a resultant challenge.

Requirement:

- Don't just broadly claim "My background was challenging".
→ **Give a precise example** like "The outsized expectations tied to my family reputation directly fueled pressures to be perfect."

Example:

Growing up in a Vietnamese family with strong business ethics, I observed a clear distinction in gender roles that shaped my worldview. While men in my family were encouraged to pursue entrepreneurial ventures and make bold business decisions, women were often guided towards supporting roles, emphasizing nurturing and meticulous attention to detail. This dichotomy was not just observed but actively taught, creating a distinct expectation for each gender. As a young woman aspiring to break into the business world, I found myself grappling with these traditional norms. My ambition to lead and

innovate often clashed with the subtler, supportive roles expected of me. This internal conflict was further intensified when I pursued higher education in business ethics and sustainability, where my ideas about leadership and gender roles were radically challenged and evolved.

- **3-4 next sentences:** Apply the concepts of the paradigms to your personal experiences, demonstrating how they provide a deeper understanding of the challenges.

Example:

The paradigms of Social Relativism and Radical Humanism offer a profound understanding of my challenges. Social Relativism highlights how my Vietnamese-Chinese upbringing influenced my perceptions, situating my personal experiences within a broader social context. Radical Humanism, on the other hand, illuminates my internal struggle for self-fulfillment, pushing against these ingrained norms. Together, these paradigms reveal that my challenges are deeply entwined with cultural and societal constructs, guiding me towards a journey of personal and collective liberation.

Challenge 2 (500 words)

The same outline applied for Challenge 2

Extra tips:

- If there were multiple background factors at play, explicitly **draw out linkages between backgrounds** as the drivers of your key challenges.

For instance, "My parents' high expectations coupled with our competitive private school environment put intense pressure on achievement."

C. Potential Solutions (Suggested 550-650 words)

- **The first 2 sentences:** Introduce the intent to propose solutions for the organizational challenges identified and briefly recap the challenges discussed in Part 2 and lead into the solutions.
- **2-3 next sentences:** Present an overview of the solutions you will discuss and explain how these solutions are grounded in the paradigms of the two conflict/radical change paradigms.
- **1-2 next sentences:** Choose one or two specific organizational contexts that you encountered challenges on the B part
 - + For Each Scenario:

- **1-2 first sentences:** Overview of the specific challenge in the context.
- **3-4 next sentences:** Present a tailored solution based on the paradigms and your personal experiences.
- 2-3 next sentences: Provide real-world examples or case studies where similar solutions have been effectively implemented. (You can find such information on the following sites:
 - + **Harvard Business Review (HBR):**
 Website: hbr.org
 Description: HBR is a leading source for articles and case studies on business management techniques, including organizational behavior and change. Their case studies are particularly insightful for understanding real-world applications of theoretical concepts.
 - + **Google Scholar:**
 Website: scholar.google.com
 Description: For academic papers and articles. Use search terms related to your specific topic, such as "organizational behavior case study" or "functionalism in organizations."
 - + **McKinsey & Company - Insights:**
 Website: McKinsey Insights
 Description: McKinsey's insights section contains articles, reports, and case studies on various aspects of management and organizational strategies.

Tips: Given below is a list of general solutions that could be applied for solving organizational issues relating to the according paradigms:

General Solutions to each paradigms	Functionalism	Radical Humanism	Radical Structuralism	Social Relativism
Solution 1	Encourage Flexibility: Combat the rigidity of functionalist	Balance Ideals with Practicality: While advocating for	Recognize Diverse Perspectives: Acknowledge that not all	Critical Analysis: While valuing diverse perspectives,

	structures by promoting flexibility in roles and processes.	emancipation and meaning, ensure solutions are practical and applicable within current organizational structures.	organizations operate purely on exploitative capitalist dynamics and recognize diversity in organizational forms.	also engage in critical analysis to identify and address potentially harmful or biased views.
Solution 2	Foster Innovation: Encourage creative thinking and innovation to go beyond the 'one best way' approach.	Constructive Criticism: Focus on constructive criticism that leads to tangible improvements, rather than just identifying problems.	Promote Democratic Practices: Encourage more democratic and participative decision-making processes to address power imbalances.	Balance Participation with Direction: Ensure that participative approaches do not lead to decision-making paralysis or lack of direction.
Solution 3	Emphasize Human Aspects: Balance efficiency-focused practices with attention to employee well-being and job satisfaction.	Collaborate with Management: Work with management to find mutually beneficial ways to incorporate humanistic values.	Constructive Engagement: Engage in constructive dialogue between different groups (e.g., management and workers) to find common ground.	Acknowledge Power Dynamics: Be aware of and address power dynamics that may influence whose voices are heard and whose are marginalized.
Solution 4	Adopt a Holistic View: Look beyond immediate organizational needs to consider	Grounding in Reality: Ensure that the pursuit of ideals does not lead to impractical or	Educate and Empower: Focus on educating employees about their rights and	Action-Oriented Approach: Move beyond understanding and accommodating different

	broader societal impacts and ethical considerations.	unachievable goals.	empowering them to advocate for fair practices.	perspectives to taking action that leads to meaningful change.
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- **3-4 next sentences:** Clearly define what you aim to achieve with your solution

Tips: Applying the SMART criteria to your solution ensures that it is Specific, Measurable, Achievable, Relevant, and Time-bound is highly suggested and here's how:

1. Specific

- Clearly define what aspect of communication or conflict resolution you aim to improve.:

2. Measurable

- Identify specific indicators that can measure the effectiveness of your solution.

3. Achievable

- Ensure the solution is feasible given the resources and constraints of your organization.:

4. Relevant

- Align your solution with the broader goals and values of the organization.

5. Time-bound

- Set a realistic timeline for implementation and evaluation of the solution.

Example:

- To address the exploitation silently accepted in the industry, I conducted an anonymous survey among employees, highlighting their hardships. This move is a strategic step to gather evidence and gain support for reform.

Solution: Conducting an Anonymous Survey Among Employees

1. **Specific:** Develop a **comprehensive survey** to understand employees' views on workplace conditions and areas needing improvement.
2. **Measurable:** Aim for **at least 90% participation** from the workforce in the survey.
3. **Achievable:** Create a short, straightforward survey that **can be completed in 10 minutes**.

4. **Relevant:** The feedback will be used to **identify key areas for workplace improvement**, directly impacting employee satisfaction and productivity.
5. **Time-bound:** Distribute the survey **within the next four weeks** and collect responses **within two weeks of distribution**.

II. Conclusion

Suggested flow:

- **The first 2 sentences:** Briefly summarize the key aspects of each part of your essay.
 - + Part 1: Your background and how it relates to the paradigms.
 - + Part 2: Challenges you've faced in organizations.
 - + Part 3: Your ideas for solving these challenges.
- **2-3 more sentences:** Share briefly what writing this essay taught you about yourself and organizational behavior.
- **2-3 last sentences:** Mention how you might use these insights in your future work or in other organizational roles.

E/ Tips n Trick

- **Advanced Application of Paradigms:** Deeply integrate and critically analyze the course paradigms in relation to your personal experiences and organizational challenges. Demonstrate how these theories offer unique insights and contrast with each other, providing a sophisticated understanding of their applications.
- **Cross-disciplinary Perspectives:** Enrich your analysis by incorporating insights from disciplines like psychology, sociology, and anthropology. This approach shows a comprehensive understanding of the subject matter and its broader implications.
- **Critical Analysis and Alternative Viewpoints:** Challenge existing theories and propose alternative perspectives based on your experiences and research. High-level critical thinking involves questioning and extending beyond established theories, offering innovative ideas or critiques.
- **Complex Problem-Solving:** Develop multifaceted solutions that consider various stakeholders, long-term consequences, and ethical implications.

Acknowledge the complexity of real-world organizational problems and present nuanced, well-thought-out solutions.

- **Cohesive Narrative Structure:** Ensure your essay has a strong narrative flow, seamlessly integrating personal stories, theoretical analysis, and solutions. A cohesive structure enhances readability and demonstrates sophisticated writing skills.
- **Feedback Integration and Continuous Improvement:** Actively seek and thoughtfully incorporate feedback. View your assignment as a part of your ongoing learning and professional development journey. Be open to new ideas and approaches, using this opportunity to refine your analytical and reflective skills.