

A/ ASSIGNMENT RECAP

- Write a 2000-word individual essay reflecting on your personal background and your struggles in specific organizational contexts
- It requires a critical analysis based on the first four course paradigms, using specific examples and theories.
- Use at least 3 relevant, credible references to support analysis.

Suggested Structure:

- I. Body
 - A. Personal Background (Suggested 400 words)
 - B. Organizational Challenges (Suggested 1000 words)
 - C. Potential Solutions (Suggested 400 words)
- II. Conclusion (Suggested 200 words)

B/ KEYWORD EXPLANATIONS

Essential keywords relating to Organisations

Four course paradigms

- 1. Functionalism:** A paradigm in organizational theory that views organizations as systems, focusing on how different parts work together for stability and efficiency.
- 2. Social Relativism:** This perspective emphasizes the impact of societal norms and cultural contexts on organizational behavior and decision-making.
- 3. Radical Structuralism:** This approach examines power dynamics within organizations, often focusing on how structures can perpetuate inequalities and exploitation.
- 4. Radical Humanism:** A paradigm that prioritizes individual experiences and empowerment within organizations, often critiquing traditional power structures and seeking meaningful work environments.

Other terms

- 5. Organizational Behavior:** The study of how people interact within groups in a workplace setting, often used to improve organizational effectiveness.
- 6. Paradigm:** In academic terms, a paradigm is a distinct set of concepts or thought patterns, including theories, research methods, postulates, and standards for what constitutes legitimate contributions to a field.

- 7. Power Dynamics:** Refers to how power is distributed and exercised within an organization, often affecting decision-making and employee relations.
- 8. Cultural Norms:** These are shared expectations and rules that guide the behavior of people within social groups, including those in an organizational context.
- 9. Conflict Resolution:** A way to bring a dispute to a peaceful end. In organizations, it involves strategies to address disagreements among team members or departments.
- 10. Inclusivity:** In an organizational context, this refers to strategies and practices that ensure diverse individuals are welcomed, represented, and given equal opportunities.
- 11. Empowerment:** The process of increasing the capacity of individuals or groups to make choices and transform those choices into desired actions and outcomes. Within organizations, it involves giving employees more autonomy and decision-making power.