

Assessment Brief

Submission and feedback dates

Submission deadline: Before 14:00 on **January 13th 2023**

Is eligible for 5 calendar day late submission window

Marks and Feedback due on: 14th February 2023

N.B. all times are 24-hour clock, current local time (at time of submission) in the UK

Submission details

Module title and code: **People in Organisations UMOCCW-15-M**

Component and type: **Component A Written Assignment**

Assessment title: Critical Analysis of a case study in the form of an individual written assignment based on three topics from this module.

Assessment weighting: **100%** of total module mark

Size or length of assessment: **2500 words**

Module learning outcomes assessed by this task:

1. Appraise theory and research to critically evaluate the theories associated with people and organisations, to better understand the complexity of relationships in organisational environments
2. Apply a range of theoretical frameworks, concepts and research relating to the disciplines of both Human Resource Management and Organisation Studies to develop informed arguments
3. Demonstrate critical insight into how different and multiple perspectives can be used to analyse the experiences of people in organisations

Completing your assessment

What am I required to do on this assessment?

You need to choose **one** of the following case studies to analyse using **three** of the People and Organisation topics;

['Starbucks fired me for being three minutes late' - BBC News](#)

[Elon Musk declares end to remote working at Tesla - BBC News](#)

[Amazon workers win battle to form first US union - BBC News](#)

Using the information in the case study as a starting point, analyse the situation in the case study using **three of the study units** from the module, with at least **one topic being from the organisation studies** and **one from human resources**. You need to analyse the **people** aspects of the case **not the business aspects**- it is likely you will need to do further research on the case or organisation to develop your analysis.

Where should I start?

1. Start by reading both articles provided and then choose which you will analyse in the paper
2. You should then select which of the topics from the module you will use to analyse the paper. Remember you need to choose three- one from Organisation Studies and one from Human Resources. You should make sure that these topics have links with the case you have selected. You will then do some reading- the lecture handouts and recordings are a great place to start but you should do further reading from textbooks and journal articles
3. You will probably need to do a bit more research into the case and the organisation from the article you have selected, you will need more information to be able to analyse the cases in depth.

What do I need to do to pass?

1. Read beyond the lecture handouts- make sure that you engage with academic literature. There is an online reading list available on blackboard, this is a good place to start. You can also follow up the references on the lecture slides.
2. Link theory to practice- you must draw examples from the case and use theory to provide insight into these example
3. Make sure that you have a clear structure and logical flow. Try to plan your writing, consider what message you want the reader to take away from your paper and use signposts to flag this.
4. Make sure your paper is fully referenced using the Harvard referencing system.

How do I achieve high marks in this assessment?

1. You need to cite relevant literature and be able to critically evaluate the theories and ideas you draw upon. This means that you should not take theory for granted but engage with this critically- evaluating both its strengths and weaknesses.
2. A deep and detailed integration of theory and examples from your selected case. You must use theory to explore the case in a deep and considered way. You must be

able to show what the use of theory uncovers. You will need to do more research around the organisation to get more detailed examples.

3. A clear argument that links the topics together and that is warranted by your analysis of the case.

How does the learning and teaching relate to the assessment?

The weekly lectorial sessions provide the subject relevant content, here you will learn about each topic. In the sessions the key ideas and theorists will be presented. You can also use the lecture slides to follow up on references to assist with researching for your essay.

The weekly tutorial sessions are designed to aid the completion of your assessment. You will be asked to form into groups in these sessions and complete some data collection about your selected case study relating to the topic of the week. In class, you will be asked to draw links between theory and the examples you have drawn and present some of your key findings at the end of the session.

There will also be an online assignment support sessions held which give advice on how to approach the assignment and how to write it.

What additional resources may help me complete this assessment?

Signpost to:

- The blackboard page for the module has an online reading list, an FAQ sheet and more advice on how to approach your assessment
- [Introduction to referencing - Referencing | UWE Bristol](#)
- [Critical thinking and writing - Reading and writing | UWE Bristol](#)
- You will receive formative feedback in tutorial sessions
- Online assessment drop-in sessions

What do I do if I am concerned about completing this assessment?

UWE Bristol offer a range of Assessment Support Options that you can explore through [this link](#), and both [Academic Support](#) and [Wellbeing Support](#) are available.

For further information, please see the [Academic Survival Guide](#).

How do I avoid an Assessment Offence on this module? ²

Use the support above if you feel unable to submit your own work for this module.

The most common form of assessment offence is collusion, this is where students work together closely and write their assignments in collaboration, rather than independently. It is fine for you to work with your peers but please make sure you write up your assignments on your own.

Some students also use essay writing services, please make sure you only present work that you have written.

Marks and Feedback

Your assessment will be marked according to the following marking criteria.

You can use these to evaluate your own work before you submit.

Criterion		Understanding of the literature : Awareness of and reference to a range of appropriate and relevant literature (30%)	Linking theory and practice: Well-developed arguments and effective analysis combining theory and practice through the appropriate use of case study examples (30%)	Structure: Ideas are assembled coherently, with arguments logically progressed (30%)	Writing and presentation: conciseness, clarity, spelling, grammar, and written in an appropriate academic style (10%)
80%+	A *	A sophisticated articulation of theory. A clear knowledge of seminal text. Thoughtful critique of the readings. Questioning the taken for granted.	A detailed integration of theory with example. Detailed warranting for all assertions. Sustained critical reflection on all assertions.	Has a clear argument which is articulated in the introduction and is warranted throughout. The argument is supported by evidence provided in the paper.	Easy to read, written in appropriate academic tone. Clear signposting throughout. No errors or omissions in Harvard referencing.
70% - 80%	A	Demonstrates a strong awareness of relevant authors and theories. Arguments supported throughout by use of relevant evidence that has been critically evaluated.	Has shown insight in exploring theory and evidence with extensive critical reflection on the relationship between theory and practice.	Consistently addresses the question. Has a clear, informative introduction and conclusion. Argument provides the backbone to structure.	Excellent presentation. Clear use of language. Referencing is complete, accurate and follows the Harvard protocol.
60% - 70%	B	Demonstrates awareness of relevant authors and theories. Arguments supported throughout by use of relevant evidence.	Clear exposition of theory and evidence with some good critical reflection on the relationship between theory and practice.	Question is clearly addressed. Follows a clear structure with an introduction, main arguments and concluding remarks. Presents a clear and integrated argument without serious errors.	Good presentation which complies with guidelines. Good use of language. The referencing is accurate and complete for the most part and follows the Harvard protocol.

50% - 60%	C	<p>Demonstrates some awareness of relevant authors and theories, but is somewhat descriptive.</p> <p>Some arguments need further justification by using relevant evidence.</p>	Shows the efforts of linking theory and practice, although the critical reflection is not well developed.	Question is addressed in the main. Structure is muddled and /or introduction and conclusions have been omitted. Presents an argument or line of reasoning that integrates evidence and key concepts.	Presentation complies with guidelines. Meaning is clear though may be some problems with language. Referencing does not always follow Harvard style and/or there are some inaccuracies /omissions.
40- 49%	D	<p>Limited understanding shown. No evidence of reading beyond the core text/notes from lectures</p>	<p>Limited evidence of linking theory and practice. Substantive points are not supported by evidence. No critical reflection.</p>	Does not address the question. Poor argument – difficult to follow, contains leaps in the line of reasoning, important connections are not made.	<p>Poor presentation. Language confused and incoherent. Poor academic style. Referencing does not follow Harvard style and/or there are major inaccuracies/omissions.</p>
<39%	F	<p>Unclear or confused articulation of theory. Irrelevant theory somewhat disconnected with the module materials.</p>	<p>No links between theory and practice. Mainly descriptive. Unclear evidence drawn from case. Unchallenged assertions.</p>	A clear disconnection from people and organisations. No argument, mainly opinion based.	Difficult to read. No clear narrative. A weak or no attempt to reference.

1. In line with UWE Bristol's [Assessment Content Limit Policy](#) (formerly the Word Count Policy), word count includes all text, including (but not limited to): the main body of text (including headings), all citations (both in and out of brackets), text boxes, tables and graphs, figures and diagrams, quotes, lists.
2. UWE Bristol's [UWE's Assessment Offences Policy](#) requires that you submit work that is entirely your own and reflects your own learning, so it is important to:
 - Ensure you reference all sources used, using the [UWE Harvard/OSCOLA](#) system (**amend as appropriate**) and the guidance available on [UWE's Study Skills referencing pages](#).
 - Avoid copying and pasting any work into this assessment, including your own previous assessments, work from other students or internet sources
 - Develop your own style, arguments and wording, so avoid copying sources and changing individual words but keeping, essentially, the same sentences and/or structures from other sources
 - Never give your work to others who may copy it
 - If an individual assessment, develop your own work and preparation, and do not allow anyone to make amends on your work (including proof-readers, who may highlight issues but not edit the work) and

When submitting your work, you will be required to confirm that the work is your own, and text-matching software and other methods are routinely used to check submissions against other submissions to the university and internet sources. Details of what constitutes plagiarism and how to avoid it can be found on UWE's Study Skills [pages about avoiding plagiarism](#).