International Higher Diploma in Business Study

Aim University Group | Assignment Brief

Student Name/ID Number	
Unit Number and Title	Term Papers | **ORGANISATIONAL BEHAVIOR**
Academic Year	Spring 2024
Unit Tutor	
Assignment Title	**LO4: Investigate how politics, politics, and cultural can shape workplace behaviour and strategic goals.**
Issue & Submission Deadline	

Sign here | I hereby place my signature to affirm the authenticity of this submission and declare that it is free from plagiarism. I acknowledge that a failing grade may be assigned if any form of plagiarism is identified.

X

Learning Outcome 4

Investigate how politics, politics, and cultural can shape workplace behavior and strategic goals.

This term paper provides a comprehensive exploration of how politics, power, and culture influence workplace behavior and strategic goals. It explores the subject matter through the evaluation of case studies, critical analysis, and practical recommendations, supported by academic literature.

Learners are required to complete the following tasks:

AC4.1: Conduct a comparative analysis of different organizational cultures and their approaches to politics and power, evaluating their effectiveness in achieving strategic objectives.

AC4.2: Develop recommendations for managing organizational politics and culture to support a positive work environment and strategic goals, supported by evidence from academic literature and case study analysis.

Submission Guidelines:
- ***Word Count:*** *1,500 - 2,000 words.*
- ***Formatting:*** *Use Harvard Referencing Style for citations and references. The paper should use 12-point Times New Roman font.*
- ***Deadline:*** *[see Academic Calendar]*
- ***Submission:*** *Submit your term paper via the dashboard*

Total Length of Paper: 2000 Words

Section 1: Comparative Analysis of Organizational Cultures and Their Approaches to Politics and Power

Case Study 1: Google LLC

- **Organizational Culture:** Google is renowned for its innovative and open culture, emphasizing creativity, collaboration, and employee empowerment. The company's culture encourages risk-taking and values diversity, which fosters a sense of inclusivity and innovation.
- **Approach to Politics and Power:** Google's flat organizational structure minimizes hierarchical power dynamics. Decisions are often made collaboratively, with power distributed across teams. Internal politics is discouraged through transparency and open communication channels.
- **Effectiveness in Achieving Strategic Objectives:** Google's culture and approach to power have enabled it to maintain a competitive edge in innovation and technology. The collaborative environment supports rapid development and deployment of new ideas, aligning with the company's strategic goals of continuous innovation and market leadership.

Case Study 2: General Electric (GE)

- **Organizational Culture:** GE's culture has historically been more traditional and hierarchical, with a strong focus on efficiency, performance metrics, and top-down decision-making. The culture emphasizes accountability, discipline, and results-driven strategies.
- **Approach to Politics and Power:** GE's hierarchical structure fosters a clear chain of command, with significant power concentrated at the upper management levels. Internal politics often revolve around gaining influence and securing resources within this framework.
- **Effectiveness in Achieving Strategic Objectives:** While GE's structured approach has led to operational efficiency and consistent performance, it has also been criticized for stifling innovation and adaptability. The concentration of power has sometimes hindered swift decision-making and responsiveness to market changes, impacting long-term strategic objectives.

Comparative Analysis

- **Cultural Flexibility vs. Rigidity:** Google's flexible culture contrasts with GE's rigid hierarchy. While Google's open culture promotes innovation, GE's structured approach ensures efficiency. The effectiveness of these cultures in achieving strategic goals varies based on industry demands and the need for innovation versus operational control.
- **Power Distribution:** Google's decentralized power structure supports strategic goals that require creativity and rapid innovation, whereas GE's centralized power model aligns with goals focused on efficiency and consistency. However, GE's model can create internal competition, potentially leading to political maneuvering that may hinder strategic progress.

- •

- LO4 ASSIGNMENTS. CARRY OUT THE FOLLOWING ASSIGNMENT

Case Study Questions

- •

- •

1. **Google LLC:**

    1.1. How does Google's approach to decentralizing power influence its ability to innovate and achieve strategic objectives?

    1.2. In what ways does Google's culture minimize internal politics, and how does this impact employee motivation and organizational performance?

2. **General Electric (GE):**

    2.1. How has GE's hierarchical culture and power dynamics influenced its strategic objectives over the years?

    2.2. What challenges arise from the concentration of power in GE's organizational structure, particularly in relation to internal politics?

Assignment Tasks:

Section 2: Developing Recommendations for Managing Organizational Politics and Culture to Support a Positive Work Environment and Strategic Goals (AC4.2)

Task Description:

- o   Based on your analysis in Task 1, develop recommendations for managing organizational politics and culture that would support a positive work environment and the achievement of strategic goals.
- o   Your recommendations should be supported by evidence from academic literature and the case studies analyzed.

Guiding Questions:

1) What strategies can be implemented to manage organizational politics effectively and minimize its negative impact on employee morale and productivity?

2) How can organizational culture be shaped or adjusted to align more closely with strategic goals, fostering a positive and productive work environment?

3) What role does leadership play in managing politics and culture within an organization, and how can leaders be equipped to handle these challenges?

Expected Outcome:

- o   A set of actionable recommendations aimed at enhancing the management of politics and culture within organizations, supported by theoretical frameworks and case study examples.
- o   A critical discussion of how these recommendations can be implemented in practice and their potential impact on organizational effectiveness and employee satisfaction.

Assignment Structure:

1. **Introduction:**
   - o Introduce the topic and outline the significance of understanding the relationship between politics, power, culture, and organizational effectiveness.
   - o Briefly introduce the organizations selected for the comparative analysis.

2. **Comparative Analysis (AC4.1):**
   - o Provide a detailed comparison of the organizational cultures and their approaches to politics and power.
   - o Evaluate the effectiveness of these approaches in achieving strategic objectives.

3. **Recommendations (AC4.2):**
   - o Develop evidence-based recommendations for managing organizational politics and culture.
   - o Discuss how these recommendations can support a positive work environment and align with strategic goals.

4. **Conclusion:**
   - o Summarize the key findings from your analysis.
   - o Reflect on the importance of managing politics and culture effectively to achieve long-term organizational success.

5. **References:**
   - o Include a comprehensive list of academic literature, case studies, and other sources used to support your analysis and recommendations.

Submission Guidelines:

- **Word Count:** 1,500 - 2,000 words.
- **Formatting:** Use Harvard Referencing Style for citations and references. The paper should use 12-point Times New Roman font.
- Use subheadings same as the questions given.
- **Deadline:** [see Academic Calendar]
- **Submission:** Submit your term paper via the dashboard

Assessment Criteria:

- **Depth of Analysis:** The paper should demonstrate a thorough understanding of the relationship between organizational culture, politics, and power, and their impact on strategic goals.
- **Critical Thinking:** Your ability to critically evaluate different approaches and develop well-reasoned recommendations will be assessed.
- **Use of Evidence:** The paper should be well-supported by academic literature and relevant case study analysis.
- **Clarity and Organization:** The paper should be clearly written, logically structured, and free of grammatical errors.
- **Originality:** Ensure that your work is original and properly referenced to avoid plagiarism.