

Checklist for HP261 Final Paper

Description:

Your final paper is a compilation of all the assignments and individual or group projects for from Part 1 to Part 3. The literature supportive discussion in each of the sessions is our alternative to taking final written examination.

Your Final Paper

Parts	Course ILOs	Check if you have:	Y	N
Part 1 A look at my organization	<ol style="list-style-type: none"> 1. Discuss the evolution of organizational thoughts from pre-industrial and post-industrial revolution and up to present. 2. Describe organization using various organizational theories. 3. Write a critical analysis of own organization using as framework the different organizational theories. 	Section 1.1 My Organization in the context of Transformative Education See instruction for first paper: Individual Reflection (My Organization in the context of transformative education)		
		Section 1.2 My Organization: A Comprehensive Analysis using Organizational Theories An analysis and discussion of your organization in terms of the following organizational theories: <ul style="list-style-type: none"> ▪ Bureaucratic theory ▪ Human Resource Management theory ▪ Theory X and Theory Y 		
		<ul style="list-style-type: none"> • An analysis and discussion of your organization in terms of Systems theory 		
		<ul style="list-style-type: none"> • A description of your organization as a sociotechnical system (illustrate using an STS diagram. 		
		<ul style="list-style-type: none"> • A description of your school as a social system. 		
		<ul style="list-style-type: none"> • A discussion on whether your organization is an open or closed system. (illustrate using a social system diagram) 		
		<ul style="list-style-type: none"> • An explanation on your role and position in the organization (illustrate using role set diagram) using role theory. 		

Parts	Course ILOs	Check if you have:	Y	N
		<ul style="list-style-type: none"> • A description of your organization according to Mintzberg's configuration. <p>Section 1. 3: A Reflection on Leadership</p> <ol style="list-style-type: none"> 1. A discussion on your own experience as a leader. From early years to current. 2. Your discussion of leadership as far as your organization is concerned. 3. Your discussion of your own leadership style based on result of your 'Leadership Style Questionnaire.' <p>Section 1.4 Our Organizational Culture</p> <ol style="list-style-type: none"> 1. As we have discussed during our zoom session, members of our organizations, to a large degree, are bounded together by a shared culture (beliefs and traditions). Some of these beliefs and practices have been formalized into policies (e.g. dress codes, morning prayers, practice guidelines, etc). While others remain informal, they are followed and abide to be members. Note: I have been watching Disney's 'The Mandalorian' and there is one phrase that you will hear often and all throughout the series. The phrase is 'This is the way,' which is like the guiding principle everytime a Mandalorian is to make a personal decision or when the whole tribe is to also make a decision. 2. As you have shared in our discussion, your own organization do have shared culture. Some of them you learned and practice, while others are 		

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		<p>still to be discovered, perhaps informally, or formally (through rituals, symbols, etc).</p> <ol style="list-style-type: none"> 3. For this section, you will write an essay about what you believe are your organization's culture. Your reading materials will be able to provide you with a deeper understanding of organizational culture and its elements. You also learned in our discussion how shared culture can impact on members' motivation and eventually their productivity. 4. Basic questions your paper should be able to answer: <ol style="list-style-type: none"> a. What do you think are your organization's culture. <ol style="list-style-type: none"> i. Formal ii. Informal 5. How are these beliefs and practices communicated to or learned by members like you? <ol style="list-style-type: none"> a. Indoctrination process? b. Symbols? c. Artifacts? d. Organizational heroes? 6. Do you think these B and P are major factors in members motivation and performance? If yes, In what way? Can you give example(s)? If not, why not? 		

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		a. Are there B and P that you wish to eliminate? Why? b. Are there B and P that you want to develop and Introduce and Why?		
Part 2	Course ILOs	Check if you have:	Y	N
Part 2: Towards Institutional Reform (Organizational Critical Change Analysis)	<ol style="list-style-type: none"> 1. Identify organizational challenges using Force Field Analysis. 2. Apply knowledge of organizational management functions in formulating strategic approaches needed for the achievement of identified organizational Goal(s) 	Section 2.1 Introduction and Rationale <ol style="list-style-type: none"> 1. Should be consistent with Part 1, Section 1.1 and Section 1.2 2. Provide an overview of current issues / challenges being faced by the organization in focus. 3. Select the challenge to focus on. Section 2.2 Do a Force Field Analysis of the selected Challenge <ol style="list-style-type: none"> 1. Convert the challenge into a Goal (note: Goal is a positive statement of your problem) 2. List the Hindering and Facilitating Forces in the achievement of the identified goal. Section 2.3 Strategic Approach to achieve the GOAL. <ol style="list-style-type: none"> 1. What are the general strategies that you plan to utilize to achieve the goal (Just general strategic approaches, e.g. Faculty Development, Change in admission requirement, etc. 2. Will the proposed general strategic approaches require change in organization? <ol style="list-style-type: none"> a. Will it require creation of a new unit in your organizational structure? If yes, can you describe how it will be added to an existing organizational structure? b. If no, who will be responsible (both person and office or unit) in ensuring the implementation of proposed program strategies 		
Part 3		Please write a short reflection with respect to your participation in this course.		

Parts	Course ILOs	Check if you have:	Y	N
My Reflections				
References and Appendices	Citations References used	Use APA format		