

UNIVERSITY OF CAMBRIDGE INTERNATIONAL EXAMINATIONS
Cambridge International Diploma in Management
Higher Professional Level

**ORGANISATIONAL BEHAVIOUR AND
CHANGE MANAGEMENT**

**4185/01
4261/01**

Core Module

Valid between 1 January 2004 and 31 December 2004

READ THESE INSTRUCTIONS FIRST

You should read the assignment carefully

It is important to complete the **Assignment Cover Sheet** when you have finished your work. You must complete the details and sign the declaration to confirm that the assignment is all your own work and your tutor must sign to verify that it is your own work.

The length of the assignment must be between 3000 and 4000 words.

This document consists of **2** printed pages.



Organisational Behaviour and Change Management – Core Module**Title: Corporate Behaviour**

The assignment should be prepared in the form of a professional consultancy document that could be presented to the senior management of the organisation that the candidate works for. Candidates should **not** answer each section separately but rather present a coherent report encompassing all of the tasks given below.

Candidates are expected to draw on appropriate research, breadth of academic reading, application of theory to practice and presentation skills. The report should use the number of words as given on the front cover and have any necessary supplementary information attached in appendices.

1. Using a range of sources, obtain information about your organisation's structure, culture and values. Summarise your findings, including information on the following:
 - How the organisational structure has evolved
 - The internal and external influences that have impacted on its culture and values
 - How the organisation is perceived by the employees and relevant external people
 - The multicultural mix within the organisation
 - The organisational policy on learning
2. Critically evaluate your findings, identifying strengths and weaknesses. Identify changes that are taking place within the organisation and summarise how these changes could affect the organisational culture and values. Identify changes that are taking place external to the organisation and summarise the potential impact of these.
3. Using all the information you have obtained, write a report recommending changes and how these could be implemented. In your report, identify potential resistance to change and how this can be overcome and propose how your plan could be managed. Your report should be presented as a formal proposal to your manager. Your recommendations can be as broad or revolutionary as you wish, as long as these can be justified.

You must include in your assignment all documentation, notes and materials generated from each stage as shown above.