

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

**ORGANISATIONAL BEHAVIOUR AND
CHANGE MANAGEMENT**

**4185/01
4261/01**

Optional Module

Valid between 1 January 2005 and 31 December 2005

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 no more than 4000 words.

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



Organisational Behaviour and Change Management – Optional Module

Title: The Relevance of Culture and Values to Organisational Success

Your start point for undertaking this assignment is to familiarise yourself with the syllabus for this module and the associated assessment objectives and competence criteria.

For this assignment you should work with your own organisation or one that is familiar to you. Describe the organisation, its purpose, products and/or services and your role in the organisation.

Describe how your organisation has evolved from its beginnings and the effect that changes have had on its cultures and values. Include in your description the organisational structure and how this has changed (or not) over time. Describe the current cultures and values, highlighting where there are differences between departments or locations.

Using a range of appropriate techniques, identify the internal and external influences that may affect cultures and values in the future.

Using all the information that you have obtained, identify risks to the cultures and values of your organisation, analyse these and identify options for change.

Write a report to a senior manager making recommendations for change that will improve organisational cultures and values. Your report should include suggestions for implementation and take into account issues surrounding the management of change.

You must include in your assignment all documentation, notes and materials generated from each stage of the study.

You are not expected to include confidential information on your organisation, its personnel or performance.

In writing the report, you should adopt an appropriate business format and show how knowledge and understanding of organisational behaviour and change management have been applied in line with the module syllabus. You should include in your report your research methodology.

Indicate the number of words used at the start of your assignment report.

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