

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

**ORGANISATIONAL BEHAVIOUR AND  
CHANGE MANAGEMENT**

**4261/01**

Optional Module

Valid between 1 January 2006 and 31 December 2006

**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. Marks will be deducted from assignments that exceed the word limit.

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



## **Organisational Behaviour and Change Management – Optional Module**

### **Title: The Contribution of Organisational Culture and Values to 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 your assignment you should work with your own organisation or one that is familiar to you. Describe this organisation, its purpose, products and/or services and your role in the organisation.

Clearly state the mission, vision and values statements of this organisation, if these exist, and describe the relevance of such statements. Describe the structure of the organisation, explaining how structure affects the operational and cultural aspects of organisations generally. Describe the effect structure has on this organisation, its different locations and departments. Explain how this organisation has evolved over time in terms of structure, products and services and describe the effect that changes have had on the cultures and values. Describe the current cultures and values and highlight where there are differences between departments or locations.

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

Analyse all the information you have obtained, identify risks to the current cultures and values, and identify options for change.

Write a report to a senior manager making recommendations for change that will address the identified risks to organisational cultures and values. Your report should address issues associated with the management of change.

You must include in your assignment report 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.

At the start of your assignment report, indicate the number of words used which should not exceed the maximum permitted total of 4000.

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