

BUSS 3050 ORGANISATIONAL LEADERSHIP SP5 2021

Assessment Instructions

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OVERVIEW OF ASSESSMENTS

Your final grade of this course will be determined by (1) Leadership report (part 1 & part 2; 50%), (2) Final Exam (40%), and (3) Continuous Assessment (10%). This document is drafted to help you prepare these assignments. Shall you have any questions, please contact your tutor:

Class	Tutor	Assessment Marker	Contact Info
51400	Ms Belinda Rae	Ms Belinda Rae	Belinda.Rae@unisa.edu.au
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External	Dr Chad Chiu	Mr. Mark Gorringe	Chad.Chiu@unisa.edu.au Mark.Gorringe@unisa.edu.au

Here is a summary of your assessments:

Form of Assessment	Requirement	Due Date (Adelaide Time)	Weighting
Leadership Report	2250 words	5 Sep at 11pm (Part I) 17 Oct 11pm (Part II)	50%
Exam	2 + 1 hours	TBD	40%
Continuous Assessments	Details will be revealed in class	29 Oct at 11pm	10%

ASSESSMENT 1: LEADERSHIP REPORT (PART I & PART II)

- You will need to identify a BAD leader from the business domain.
- The leader could be someone you have worked with or a famous organisational leader (e.g., CEO from a Fortune 500 company).
- You will need to re-evaluate the leader based on different leadership aspects.
- You CANNOT choose a political leader.

A. Writing Template Part I

Introduction: please provide a short bio for your selected leaders and briefly explain why they were chosen. For instance, why he/she is a bad leader? (150 words)

Evaluation 1: Trait Approach (Ch2; 300 words)

Score: _____ (1 ~ 10)

Evaluation 2: Contingency Approach (Ch3; 300 words)

Score: _____ (1 ~ 10)

References: You are advised to use a minimum of three (3) academic journal articles in addition to two (2) other references (e.g., professional magazines, newspaper... etc) to support your discussion in this report.

You do NOT have to insert a conclusion paragraph in the Part I paper

B. Writing Template Part II

Introduction - please provide a short bio for your selected leader and briefly explain why they were chosen. For instance, why he/she is a bad leader? (150 words)

Evaluation 1: Trait Approach (Ch2; 300 words)

Score: _____ (1 ~ 10)

Evaluation 2: Contingency Approach (Ch3; 300 words)

Score: _____ (1 ~ 10)

In your Part II paper, please insert an "improved" Part I section based on the comments you receive. If you are happy with what you get in Part I, it is okay for you copy and paste your previous work. Please note that your Part I section will still be marked in Part II

Evaluation 3: Personality and Perceptions (Ch4; 300 words)

Score: _____ (1 ~ 10)

Evaluation 4: Leader Ethics (Ch6; 300 words)

Score: _____ (1 ~ 10)

Evaluation 5: Motivation (Ch8; 300 words)

Score: _____ (1 ~ 10)

Evaluation 6: Power and Social Influence (Ch12; 300 words)

Score: _____ (1 ~ 10)

Discussion (300 words)

Total Leadership Score: _____ (6 ~ 60)

References: Please use a minimum of nine (9) academic journal articles in addition to six (6) other professional references to support the discussion in your report.

C. General Advice

- You do not have to use all the theories/constructs; simply focus on one theoretical approach that is most relevant to your leader.
- In each evaluation, you need to cover the following three elements:
 - **Theory:** Could you correctly explain/define the adopted theory/construct?
 - **Argument:** Is your argument aligned with your evaluation score?
 - **Proofs:** Do you provide solid examples/proofs to support your evaluations?
- The cited academic references MUST be sourced from one of the journals ranked as the A*/A journals from the Australian Business Dean Council list (ABDC list): <http://www.abdc.edu.au/pages/abdc-journal-quality-list-2013.html>. There is an instruction on page 5 of this document to help you find these journal articles.
- The *Leadership Quarterly* and *Journal of Organizational Behavior* are great resources for finding articles. Include the references at the end of your response using UniSA Harvard referencing style. The Library has information on referencing styles <http://roadmap.unisa.edu.au/>.
- We will do some practice activities in tutorials about how to prepare your leadership report. Details will be revealed in class.
- You can find a UniSA-Harvard referencing guide here: https://lo.unisa.edu.au/pluginfile.php/1396048/mod_resource/content/5/HRG%202018%20Dec.pdf

D. Marking Rubrics

Your paper will be marked based on the following rubrics:

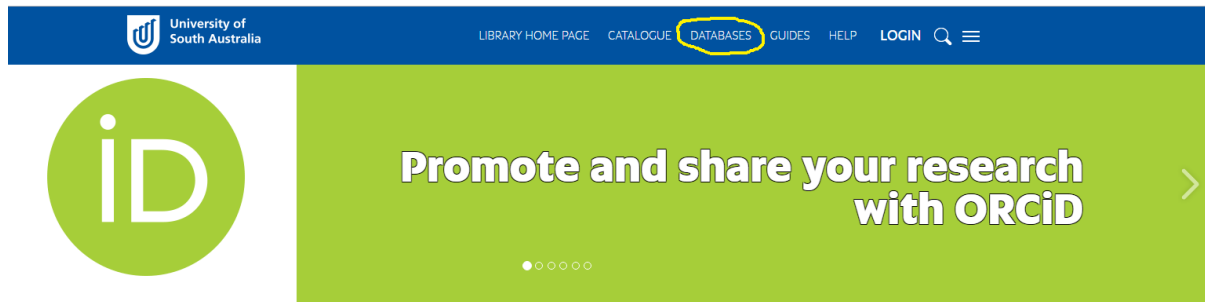
Key assignments criteria and weight (%)	Unsatisfactory (F2/F1)	Satisfactory (P2/P1/C)	Good (High C/D)	Excellence (HD)
Analysis of the leadership case using a theory-informed approach (35%)	Inadequate analysis of the leader, limited or no use of theory.	Satisfactory analysis of the leader and an evidence based assessment with adequate theoretical considerations.	Good analysis of the leader and a careful link between theory and critical analysis of the leader. Appropriate referencing.	Excellent analysis of the leader and an evidence rich and theory driven analysis of the leadership scenario. Well referenced.
Student provides clarity in their communication, including facts and causal attribution. Logic is well-developed. (20%)	Poor clarity and no or limited logic to arguments.	Satisfactory level. Meets expectations for clarity and logic	Good clarity and Structured logic that sets a clear and defensible position.	Excellent clarity and impeccable logic.
Provide concrete behavioural examples and/or supporting evidence to justify the evaluations (20%)	No or irrelevant examples/supporting proofs	Adequate examples/supporting proofs	Thorough explanation of how the adopted examples and proofs can justify the arguments.	Insightful explanation Of how the adopted examples and proofs can justify the arguments
Writing - Presents a well-structured written report using the structure provided in the instruction section. Written expression is error free (10%)	Does not present a well-structured written report using the structure provided in the instruction section. Significant writing errors.	Presents a mostly well-structured written report using the structure provided in the instruction section. Some errors in written expression.	Presents a well-structured, and easy to read written report using the structure provided in the instruction section. No errors in written expression.	Presents a very well-structured, organised and easy to read written report using the structure provided in the instruction section. No errors in written expression.
References and Referencing Style (15%)	Does not cite material obtained from other sources. Significant errors in referencing conventions.	Mostly attempts to cite material obtained from other sources. Some errors in referencing conventions	Effectively integrates and cite material obtained from other sources. No errors in referencing conventions.	Critically and insightfully integrates and cites material obtained from other sources. No errors in referencing conventions.

HD: 85 – 100; D: 75-84; High C: 70-74; C: 65 – 69; P1: 55-64; P2: 50-54; F1: 40-49; F2: below 40

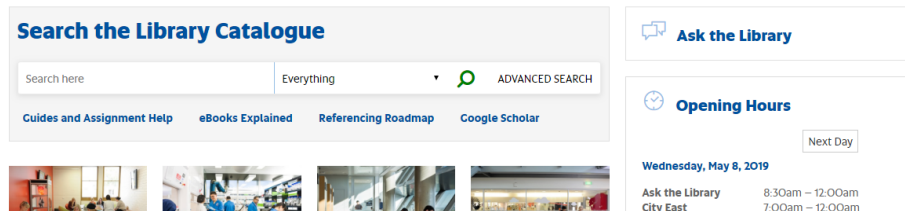
E. STEP-BY-STEP TUTORIAL ON FINDING RESEARCH ARTICLES

1. Access the Web of Science database

- (1) Go to the UniSA Library Home Page (<http://library.unisa.edu.au/>)
- (2) Click on “Database”



Library



- (3) Choose databases starting with “w” and click on “Web of Science”
- (4) Click on the “Web of Science” link
- (5) Please sign in with your UniSA details
- (6) Click on “Resource available at: Web of science” (sometimes you need to enter your login details again)

2. Find articles related to your topic

- (1) Type your search term (LMX, Situational leadership, Path-goal ...) into the search field; make sure that “Topic” is selected as the search category
- (2) Click on the “+Add row” link

Copy and paste this search string into the new field: Academy of Management Journal OR Academy of Management Perspectives OR Academy of Management Review OR Administrative Science Quarterly OR Human Relations OR Human Resource Management OR Human Resource Management Review OR Journal of Applied Psychology OR Journal of International Business Studies OR Journal of Management OR Journal of Management Studies OR Journal of Organizational

Behavior OR Journal of Vocational Behavior OR Leadership Quarterly OR
Organization Science OR Organizational Behavior and Human Decision
Processes OR Personnel Psychology OR Psychological Science OR Strategic
Management Journal

(3) Select “Publication Name” as the search category for this field

(4) Click the search button

The screenshot shows the Web of Science search interface. At the top left, the text "Web of Science" is displayed. On the top right, the "Clarivate Analytics" logo is visible. Below the logo, there are navigation links: "Tools", "Searches and alerts", "Search History", and "Marked List". A dropdown menu for "Select a database" is set to "Web of Science Core Collection". To the right of this menu is a button with a "P" icon and the text "Claim your publications Track your citations". Below the database selection, there are tabs for "Basic Search", "Cited Reference Search", "Advanced Search", "Author Search", and "Structure Search". The "Basic Search" tab is active. The search input field contains "LMX" and has a "Topic" dropdown menu. Below the input field, there is a search criteria table with two rows. The first row has "And" in the "And" column, "Academy of Management Journal OR Academy of Management P" in the "Field" column, and "Publication Name" in the "Category" column. The "Field" column has a "Select from Index" link below it. The "Category" column has a "+ Add row | Reset" link below it. To the right of the table is a "Search" button and a "Search tips" link. Below the search criteria table, there is a "Timespan" dropdown menu set to "All years (1975 - 2019)" and a "More settings" dropdown menu.

ASSESSMENT 2: ONLINE EXAM

A. Exam Content and Format

Please note that UniSA Business is still finalising the exam time and date. More details will be revealed in class

Exam content will be based on all material covered in the course, e.g. lectures, textbook, E-readings, tutorial/online discussions moderated by academic staff. To pass the course you need an aggregate of assessment marks + the exam in order to gain an overall grade of P2 or higher.

The questions of final exam include:

- Multiple Choices
- Short Answer Questions
- Short Case Studies (from lectures and tutorials)

Every week we will share some practice questions to help you review each topic. These questions will be given in the form of multiple choices and/or short answers. They are not identical to the questions you will get in the exam, but the ideas are similar. I will convert the practice questions into different forms in the exam. For instance, I will convert the practice multiple choices into short answer questions in the exam.

We will do case studies every week in lecture discussion & tutorial. The case studies in the exam will be selected from these cases we have covered in class. You do not have to memorise the content of the cases - short, one-paragraph case summaries will be provided in the exam. Of course, the case study questions will be revised based on our discussions in class. There will be specific instructions to tell you how your answers will be marked.

B. General Advice

- Make sure you have gone through all the practice questions.
- Please actively participate in the case study discussion in lectures and tutorials. Sharing your thoughts with your peers should help you better understand those leadership topics.
- Shall you have any question, please feel free to contact me and/or your tutor.

CONTINUOUS ASSESSMENT

Details will be revealed in class.