

**College of Administrative and Financial Sciences**

**Assignment 2**

**Deadline: 01/04/2021 @ 23:59**

|  |  |
| --- | --- |
| Course Name: Organization Design & Development | Student’s Name:  |
| Course Code: MGT404 | Student’s ID Number:  |
| Semester: II | CRN:  |
| Academic Year: 1441/1442 H |

**For Instructor’s Use only**

|  |
| --- |
| Instructor’s Name:  |
| Students’ Grade: Marks Obtained/Out of | Level of Marks: High/Middle/Low |

**Instructions – PLEASE READ THEM CAREFULLY**

* The Assignment must be submitted on Blackboard (**WORD format only**) via allocated folder.
* Assignments submitted through email will not be accepted.
* Students are advised to make their work clear and well presented, marks may be reduced for poor presentation. This includes filling your information on the cover page.
* Students must mention question number clearly in their answer.
* Late submission will NOT be accepted.
* Avoid plagiarism, the work should be in your own words, copying from students or other resources without proper referencing will result in ZERO marks. No exceptions.
* All answered must be typed using **Times New Roman (size 12, double-spaced)** font. No pictures containing text will be accepted and will be considered plagiarism).
* Submissions without this cover page will NOT be accepted.



**Department of Business Administration**

**Organization Design and Development- MGT 404**

**Assignment 2**

**Marks: 5**

***Course Learning Outcomes:***

* Analyze the human, structural and strategic dimensions of the organizational development (2.4)

***Assignment Instructions:***

* Be sure to use at least two scholarly, peer-reviewed references and also incorporate the key concepts from the course.

***Assignment Question(s):***

**Part 1:**

Please read the case study entitled as “**Top Management Team at Ortiv Glass Corporation**.” available in your textbook “Organization Development & Change” 10th edition by Cummings, T and Worley, C and answer the following questions:

* Q.1 Why it is important for a group design to be congruent with the larger organization design. Support your answer using two examples from this case study **(1.5 marks) (Words 200-300)**
* Q.2 How the group design of Ortiv’s Glass Corporation could positively or negatively impact on the diagnosis of design components at the individual level. **(1.5 Marks) (Words 200-300)**

**Part 2:**

**Discussion questions**: please refer to chapter five in your textbook and answer the following questions on the basis of your understanding:

* Q.3 Discuss why ‘alignment’ is fundamental to diagnosis in OD. **(1 mark) (Words 150-200)**
* Q.4 Discuss how the rate of change and complexity of environments could influence organizations. **(1 mark) (Words 150-200)**

**Answers:**

**A.1 …**

**A.2 …**

**A.3 …**

**A.4 …**