

Formative Assessment Activity (with technology)
Name of Formative Assessment #2: Discussion Forum: Organizational Politics
<p>Description:</p> <p>Organizational Behavior for HR Professionals is a first year, first semester course in the Human Resources Management Graduate certificate program. As per the course outline, the course “deals with the ways in which individuals, groups, and entire organizations function and interact within the workplace” (Durham College, 2017). The course is delivered in a hybrid format with three hours of in-class and one hour of on-line instruction per week.</p> <p>This assessment requires the use of the DC Connect Discussion Forum.</p> <p>After reading a Forbes magazine article called “<i>Why You Have To Be A Politician At Your Job</i>” (Leslie, 2010) students are required to provide their opinion as to the significance of the article and also relate the content of the article to any two concepts they have learned thus far in this course. The intent is for students to activate prior knowledge and make connections between concepts learned in the course. Students are also required to comment on one other student’s post. They are directed to provide meaningful comments, such as comparing and contrasting their views. The discussion forum on DC Connect is set up such that before any student can comment on another student’s contribution to the forum, they must first post their own original thread.</p>
<p>Unit/Session/Module:</p> <p>This formative activity occurs in the online portion of Week 9 during a module covering Power and Influence in the Workplace.</p>
<p>Purpose:</p> <ul style="list-style-type: none"> • This is a formative assessment tool aimed at understanding expected learning and improving performance (Aschaber, 2017)
<p>Course Learning Outcomes (CLOs) that can be linked to the formative assessment tool:</p> <ul style="list-style-type: none"> • Describe the source and contingencies of power that occur in organizations and various influencing tactics • Identify and analyze the influence of individual factors such as personality, attitudes, emotions, perceptions, motivation, and attributions of behaviour on organizational functioning

Essential Employability Skills (EES or EESO) that can be linked to this formative assessment tool:

EES 1: Communicate clearly, concisely and correctly in the written, spoken, and visual form that fulfills the purpose and meets the needs of the audience.

EES 2. Respond to written, spoken, or visual messages in a manner that ensures effective communication.

EES 8. Show respect for the diverse opinions, values, belief systems, and contributions of others

How to/ Step-by-Step Procedure:

1. Create a discussion forum topic on DC Connect which includes a link to the Forbes article.

Instructions to use this tool may be found here:

http://cafe.durhamcollege.ca/images/learningtechnology/DC_Connect_v10_2_Discussions.pdf

2. Direct students to read the article and then describe what they feel is the significance of the article and explain how the article relates to any two concepts they have learned thus far in the course.

4. Direct students to reply to another students post and provide meaningful feedback.

5. Monitor the discussion forum, help facilitate conversations and provide individual feedback in the grade book.

6. Summarize the responses from students to present at next face to face class (this can be done using Answer Garden).

Example:

Online Learning Activity #1 – Article Review



Organizational Politics

The focus of chapter 10 has been on sources of power, influence and influencing tactics used within the workplace. We conclude this chapter with a discussion on organizational politics. Organizational politics is defined as “behaviours that others perceive as self-serving tactics at the expense of other people and possibly the organization” (McShane, Steen & Tasa, 2015, pg. 262). But should organizational politics always be viewed as a “bad” thing? Not necessarily - one might perceive a co-worker’s attempt to influence management as acceptable behaviour and good for the organization, whereas someone else might perceive the co-worker’s behaviour as political and self-serving. OB experts explain that this perceptual issue demonstrates why organizational politics should not be considered as a type of behaviour, rather viewed as a perception (McShane, Steen & Tasa, 2015).

Take a moment to read the Forbes article “Why you have to be a politician at your job” where author Jean Leslie describes organizational politics as neither good nor bad, but something that is present in all organizations and should not be avoided.

[Link to article](#)



Practice Activity

After reading the Forbes article, access the “Organizational Politics” discussion forum on DC Connect and answer the following questions. Please note that you cannot comment on another student’s contribution to the discussion until you have posted an original thread. This is a graded activity and accounts for 2% of your final course grade.

Organizational Politics and its Connection to OB Theory (3 marks)

1. In your opinion, what is the significance of this article? Explain.
2. How does this article relate to *any* two other concepts/theories discussed thus far in class/your textbook?

Review and comment on other post (2 marks)

- To be eligible for full marks, you must read and comment on one of your peers' posts. Please provide meaningful comments such as comparing and contrasting your views with a colleagues.

Formative Feedback:

- Allows for collaborative learning and feedback given by peers
- Allows for individual feedback provided by the instructor

Suggestions for Use:

- Ideal for hybrid delivery classes - assessment can take place during the one hour per week which is online.

Pros:

- As the activity is done online, it allows for each student to contribute to the conversation including those who may be hesitant to participate in an in-class discussion
- It allows for feedback to be received both from the instructor and their peers
- Because of the way the discussion forum is set up in DC Connect, it ensures that each student contributes an original/unique perspective

Cons:

- Can lose the richness of large in-class discussion/debates
- As with all online activities, the removal of non-verbal communication can sometimes reduce the effectiveness of communication and posts may be misinterpreted

References

Aschaber, Amanda. (2017). *Introduction to Assessment and Evaluation* [Power Point Slides].

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