

<b>Formative Assessment Activity (Not with Technology)</b>
<b>Name of Formative Assessment #1:</b> Does it All Make Sense?
<p><b>Description:</b></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).</p> <p>The “Does it All Make Sense?” is a formative assessment without the use of technology and its primary function is to serve as a diagnostic tool.</p>
<p><b>Unit/Session/Module:</b></p> <p>This formative activity is delivered during the first class, after an introduction to the course and prior to any course content.</p>
<p><b>Purpose:</b></p> <ul style="list-style-type: none"> <li>• To serve as a diagnostic tool for the instructor to determine what students understand regarding organizational behaviour</li> <li>• To activate prior knowledge of the subject matter and to create excitement for the area of study</li> <li>• To encourage individual reflection regarding personal beliefs</li> <li>• To encourage group discussion on what organizational behaviour (OB) means and how the study of OB is particularly relevant to future HR practitioners</li> </ul>
<p><b>Course Learning Outcomes (CLOs) that can be linked to the formative assessment tool:</b></p> <ul style="list-style-type: none"> <li>• Identify organizational best practices that contribute to organizational effectiveness</li> </ul>
<p><b>Essential Employability Skills (EES or EESO) that can be linked to this formative assessment tool:</b></p> <ul style="list-style-type: none"> <li>• 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.</li> <li>• EES 8. Show respect for the diverse opinions, values, belief systems, and contribution of others.</li> </ul>

### **How to/ Step-by-Step Procedure:**

- Distribute the “Does it all make sense?” self-assessment
- Have students complete the self-assessment by reading each statement regarding a characteristic of the workplace/worker and indicating if they believe the statement to be true or false
- Have the students form small groups (3 to 4 students) to compare their answers and discuss reasons for similarities/differences in responses
- Complete a walk around to observe groups, help facilitate discussions, and ensure groups are on task
- Re-group class and provide students with the answers to the questions which are based on OB research
- Lead a class discussion regarding what they found to be most surprising/least surprising about the results; indicate that all of these workplace/worker scenarios will be explored during this course

### **Example:**

**See Appendix A for a copy of the Self-Assessment**

## **Introduction**

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Is Organizational Behaviour (OB) all just common sense?

- As an introduction to the study of OB, complete the “Does It all Make Sense” self-assessment which tests some of your personal theories that apply to the workplace.
- Read each statement in this self-assessment and indicate whether each statement is true or false, in your opinion.

**Formative Feedback:**

- Feedback can be given by students to students, during the break-out group sessions
- Feedback can be provided by the instructor during the walk-around session
- Feedback can be given during the class discussion when the correct answers are provided

**Suggestions for Use:**

- As both a connection activity and formative assessment opportunity
- May be delivered in both large and small classes
- For large classes include break-out groups to facilitate collaborative learning; for small classes encourage collaboration by having a class discussion

**Pros:**

- Opportunity for individual reflection and expression of beliefs based on personal observation and experience
- Acts as a diagnostic tool for instructors to determine what students know/believe about various OB topics
- Connects students to the subject matter
- Opportunity for collaborative learning and the sharing of ideas in both small groups and via class discussion

**Cons:**

- Some students may be reluctant to share opinions in small or large group settings

**References**

Durham College. (2017). Organizational Behaviour for HR Professionals [Course Outline].  
Oshawa, ON: School of Business, IT & Management, Durham College.

## APPENDIX A

### Self-Assessment: Does It All Makes Sense?

The source of this scale is: McGraw-Hill Ryerson Limited.

#### Instructions:

Everyone has personal theories that have developed through observation and experience. Many of these beliefs are at least partially true, but some are incorrect or need refinement. This self-assessment gives you the opportunity to test some of your personal theories that apply to the workplace. Read each statement in this self-assessment and indicate whether each statement is true or false, in your opinion.

1. A happy worker is a productive worker.
  - Yes
  - No
  
2. Decision makers tend to continue supporting a course of action even though information suggests that the decision is ineffective.
  - Yes
  - No
  
3. Organizations are more effective when they prevent conflict among employees.
  - Yes
  - No
  
4. It is better to negotiate alone than as a team.
  - Yes
  - No
  
5. Companies are most effective when they have a strong corporate culture.
  - Yes
  - No

6. Effective organizational change always begins by pinpointing the source of its current problems.
- Yes
  - No
7. Female leaders involve employees in decisions to a greater degree than do male leaders.
- Yes
  - No
8. People in Japan value group harmony and duty to the group (high collectivism) more than do Canadians or Americans (low collectivism).
- Yes
  - No
9. Top-level executives tend to exhibit a Type A behaviour pattern (i.e., hard-driving, impatient, competitive, short-tempered, strong sense of time urgency, rapid talkers).
- Yes
  - No
10. Employees usually feel over-reward inequity when they are paid more than co-workers performing the same work.
- Yes
  - No