

Examiner's Report

Unit Title Organisational Design, Development and Performance

Unit Code 6UODD

RQF Level Level 6

Session June 2022

Comments on Global Cohort Performance

	Comments
Task 1	<p>The average mark for this question was just over 10 (out of 20). This is surprising as there is a lot of scope to discuss both forms of structure and apply them to the chosen organisation.</p> <p>The issue here was the knowledge of the chosen organisation was lacking in many cases. Many students could not actually state what the informal and formal structures were.</p>
Task 2	<p>The average for this question was below 10 and the main reason was the lack of analysis of how the organisational design has adapted to external factors.</p> <p>Many could write about PESTLE but there were limited and detailed answers to the impact.</p> <p>There were a several high-quality answers and some used the external factor of the lockdown. While a good example, it was important to link it to what actually occurred within the chosen organisation rather than general issues.</p>
Task 3	<p>With the average score being just below 50%, this question required good research of the chosen organisation to effectively answer it.</p> <p>Many candidates could not demonstrate that they understand the theory of democratic principles and produced answers which lacked the depth and critical evaluation needed.</p>
Task 4	<p>A good understanding of the chosen organisation's success is the starting point for this answer.</p> <p>This means a certain amount of quality research on the organisation is required if the answer is to fully and critically discussed.</p> <p>This research needs to identify the organisation definitions of success and how it then uses these to decide its targets and the process used.</p> <p>Many could discuss the theory, but the application of theory was missing, and it was evidence that some candidates had performed limited research on the organisation. It scored on average, below over 50% on score but with good research this answer would have been well-answered.</p>
Task 5	<p>The biggest issue in this question, which applied to many was the assessment of the organisational development strategy. Many missed this concept completely. This led to a lower-than-average scoring</p> <p>The concept needed good research and application.</p>

Task 1

1. Comments on learners' performance

The average mark for this question was just over 10 (out of 20). This is surprising as there is a lot of scope to discuss both forms of structure and apply them to the chosen organisation.

The issue here was the knowledge of the chosen organisation was lacking in many cases. Many students could not actually state what the informal and formal structures were.

2. Recommendations for learners

A deep understanding of your organisation is needed. Clear examples of the informal and formal structure, can only be gained from research and this needs to be evident. This should be followed by a clear critical evaluation.

3. Quick Tips

During your course, ensure you research the company in detail to the real level – look at recent research on the organisation too so you fully understand this key function.

Task 2

1. Comments on learners' performance

The average for this question was below 10 and the main reason was the lack of analysis of how the organisational design has adapted to external factors. Many could write about PESTLE but there were limited and detailed answers to the impact.

There were a several high-quality answers and some used the external factor of the lockdown. While a good example, it was important to link it to what actually occurred within the chosen organisation rather than general issues.

2. Recommendations for learners

A thorough understanding of OD is needed which can then be applied to the question so that the focus of the answer is clear

Task 3

1. Comments on learners' performance

With the average score being just below 50%, this question required good research of the chosen organisation to effectively answer it.

Many candidates could not demonstrate that they understand the theory of democratic principles and produced answers which lacked the depth and critical evaluation needed.

2. Recommendations for learners

Both advantages and disadvantages need to be critically evaluated to gain a good mark here, not just focussing on one side.

3. Quick Tips

Always ensure you have relevant theory in answers such as these, it's easy to overlook when focusing on the advantages and disadvantages.

Task 4

1. Comments on learners' performance

A good understanding of the chosen organisation's success is the starting point for this answer. This means a certain amount of quality research on the organisation is required if the answer is to fully and critically discussed. This research needs to identify the organisation definitions of success and how it then uses these to decide its targets and the process used.

Many could discuss the theory, but the application of theory was missing, and it was evidence that some candidates had performed limited research on the organisation.

It scored on average, below over 50% on score but with good research this answer would have been well-answered.

2. Recommendations for learners

In all areas examined, think about the academic studies that you're applying. Here is easy to think of one side of the answer e.g., definitions of success but the link must be demonstrated

3. Quick Tips

Your research needs to be detailed to ensure you understand how these two are linked and you need to provide evidence

Task 5: Learning Objectives & Assessment Criteria

1. Comments on learners' performance

The biggest issue in this question, which applied to many was the assessment of the organisational development strategy. Many missed this concept completely. This led to a lower-than-average scoring. The concept needed good research and application.

2. Recommendations for learners

Understand the theory here so you are correctly discussing the alignment of the 2, ensuring you give good and referenced evidence.