

MBAB 822- 2018

STRATEGIC TALENT MANAGEMENT

Title

Erin Brockovich.

By

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Introduction

Erin Brockovich₇ is a motivating motion picture dependent on a genuine story that shows triumph is conceivable. Erin Brockovich was a twice separated from the jobless single parent of three kids. While driving down the road in California, she was engaged with an auto collision in which she endured neck damage and asserted it was not her blame. She counselled legal counsellor Ed Masry of Masry and Vititoe's law office to speak to her and help her sue the man who pummelled into her auto. Sadly, they lost the case₁ and Erin was left in the red. Be that as it may, Erin was resolved to turn her life around₁ and she pushed her way into an occupation documenting papers at Ed Masry's law office. In the meantime, in her own life, she met her new neighbour George, a biker, with whom she later began to have a relationship. He before long turned into her caretaker so she could work late hours. While at work, Erin ran over medicinal records and blood tests in land documents.

This captivated her and after subsequent to requesting that Ed additionally explore, she turned out to be completely put resources into this case. This case included the Pacific Gas and Electric Company polluting occupant's water in Hinkley, California. Erin began her examination by visiting the Jensen family, where she discovered that PG&E needed to purchase their home and were paying their doctor's visit expenses. Out of the blue, she understood that something was wrong, which drove her to examine the circumstance with a school science educator. He educated her that there are a few kinds of chromium, anyway hexavalent (chromium 6) is exceedingly lethal as it causes numerous unsafe issues, for example, incessant nosebleeds, respiratory sickness, liver or heart disappointment, and considerable_{ey} growth. With the proposal from the teacher, Erin made a beeline for Lahontan Regional Water Board with the end goal to figure out which kind of chromium was utilized in Hinkley. It is here that she found a request for PG&E to clean up and expel hexavalent chromium that was polluting groundwater.

AfterSubsequent to inspecting papers in the Hinkley case, the educator disclosed to Erin that it was exceedingly conceivable that the Jensens disease was a consequence of the chromium. Afterward_s, another family conversed with Erin and educated her

that the spouse had five unsuccessful labours thinking about whether this could be because of the chromium. Ed and Erin go to Hinkley hoping to add more families to join the claim against PG&E. Erin wound up surprise when Ed at that point procured Kurt Potter, a specialist in dangerous cases, to help with the Hinkley case. Notwithstanding, they concluded that it was important to demonstrate that the PG&E home office in San Francisco realized that the water was polluted and did nothing about it. Kurt at that point said that the case should just be heard by one judge, so the choice would be last and isn't permitted to be claimed. Be that as it may, the Hinkley inhabitants were expecting a preliminary, so Ed had at meeting in Hinkley to get everybody on board disclosing to them this arrangement was the most ideal approach to get cash for them.

All together for this intend to be authorized, Erin went way to way to get offended parties assent. While doing this, Erin met Charles Embry at a bar. He educated her that he was a previous worker of PG&E who worked at their concoction plant. He additionally said he was requested to annihilate archives that contained implicating proof against PG&E. Luckily, Charles did not wreck his records and offered them to Erin. With these records that indicated PG&E central command were liable and the required 634 offended party's marks, Ed and Erin won the case for the Hinkley occupants. A judge decided~~It was decided by a judge~~ that PG&E needed to pay the offended parties \$333 million dollars. It finished cheerfully with the Jensen family accepting five million dollars, and Erin got a reward check of two million dollars. Brockovich was disparaged however ended up being a dedicated lady that could bring down a fruitful organization(Martin & Porter, 2001).

1. Growth and development of Erin's emotional intelligence

Emotional Intelligence or EI is the ability to understand and manage your very own emotions, and those of the all-inclusive community around you. People with an abnormal state of enthusiastic knowledge perceive what they a're feeling, what their sentiments mean, and how these emotions can impact different people (—Mayer and Geher (1996).

According to Daniel Goleman, an American analyst who advanced enthusiastic knowledge, there are five key components to it:

Self-awareness.

Self-regulation.

Motivation.

Empathy.

Social skills.

1.1. Self-awareness.

On the off chance that you're careful, you by and large know how you feel, and you know how your emotions and your exercises can impact the all-inclusive community around you. Acting normally careful when you're in an initiative position additionally infers having an unquestionable photograph of your characteristics and weaknesses, and it suggests carrying on with quietude.

The evidence of a case against PG&E features the real person inside Brockovich. Brockovich's qualities and individual vision upgraded the case and changed her into a resounding, wise and dependable pioneer. The initiative style, abilities, impact strategies and correspondence techniques that Brockovich created turned her life around and at the same time had any kind of effect in the public eye. Erin Brockovich takes pride in the work she does. She depends on her guts sense and holds her ground. Her mindfulness is more exact than not – she knows she has committed errors and she knows she has not been the best character to her children.

All the more essentially, Brockovich showed tenaciously and reason towards the claim against PG&E and all through the procedure she increments her ability to learn, oversee undertaking and increment her mindfulness. These skills changed Brockovich

into a pioneer. While unpredictable now and again, Brockovich utilized the assets available to her to get the things she required. At first, Brockovich joins her appearance of an alluring lady and her separation from the legal field to gain admittance to the proof at the department of water affairs offices and a local university.

1.2. Self-regulation

Having the ability to supervise feelings and practices is called self-direction. Enthusiastic and conduct self-direction adds to individuals grown autonomously. It is this creating ability to control their very own emotions and direct that at last empowers a man to end up more skilled in their relationship with others. In the general population, self-course capacities are up 'til now making and can frequently go all over. Having the ability to dependably manage their very own sentiments and direct is an essential errand. By school age, kids end up being more versatile and are better at controlling their very claim sentiments and exercises. Right when individuals make sense of how to restraint and they have more grounded cooperation's and relationship with others, are more prepared to centre and learn new things and game plan better with the average anxieties and disillusioned expectations of step by step life.

Brockovich was fruitful at getting proof that her boss and lawyer for the PG&E case, Ed started to have confidence in her abilities. As Ed had confidence in her, so did her colleagues at the law office. As the case became bigger, Brockovich's energy and ability to learn extended. She started to understand the legislative issues of the lawful field and built up a considerable measure of lawful information all the while. She picked up the trust of the business and the trust of the general population in the network, enabling her to draw out the huge change in her supporters.

1.3. Motivation

Her energy, perseverance and enduring want to battle for the privileges of the underdog challenged the chances, her triumph made significantly sweeter by the way that while helping other people, she thus helped herself. Erin Brockovich is a mixing, entertaining and whimsical dramatization dependent on evident occasions, featuring two-time Academy Award* chosen one Julia Roberts as the twice-separated from mother of three youthful kids who sees a foul play, goes up against the trouble-maker and wins. With no cash, no activity and no prospects seemingly within easy reach, Erin Brockovich is a lady in a tight spot. Following an auto crash in which Erin is not

to blame, she winds up surprisingly more terrible off when her lawyer neglects to arrive her any sort of settlement. With no place else to turn, Erin begs her lawyer Ed Masry to contract her at his law office. It is there, while working, that Erin unearths some therapeutic records put in land documents. Befuddled, she starts to scrutinize the association. She persuades Ed to enable her to examine, where she finds a concealment including polluted water in a neighbourhood network which is causing pulverizing sicknesses among its inhabitants. Despite the fact that the neighbourhood nationals are at first hesitant of getting to be included, Erin's industriousness and the individual intrigue she takes in their lives influences them to tune in.

A related soul, Erin is one of them, and her capacity to interface with them on their level makes them agreeable, at last procuring their trust. Helping her out is her nearby neighbour George, a Harley Davidson biker whose companionship and support enables her an opportunity to seek after the case. Going way to entryway, she joins more than 600 offended parties, and Erin and Ed, with the assistance of a noteworthy law office, proceed to get the biggest settlement at any point paid in an immediate activity claim in U.S. history, \$333 million. By triumphing over unfavourable chances, she can substantiate herself, and rehash her life.

1.4. Empathy

Skilful Erin Brockovich's Characteristics, the primary character in the motion picture Erin Brockovich is an accommodating lady who is by all accounts exceptionally equipped in correspondence. This paper will talk about three qualities that an equipped communicator, for example, Erin Brockovich possesses. I will likewise clarify particular scenes where she exhibited the accompanying attributes: self-observing, sympathy, and responsibility; usually known as denominators that portray powerful correspondence.

The principal trademark Erin showed was compassion involved with her customers. In one scene, Erin met with a disease enduring youngster and her family. A young lady named Anna, was experiencing alopecia and wearing a handkerchief. She had lost her hair from the disease medicines she had gotten. Erin's eyes reflected difficult pity even as she grinned and chuckled with Anna. Toward the finish of their discussion, Erin's bona fide worry for Anna left her dumbfounded. Erin's state of mind showed

sympathy, which includes feeling and encountering someone else's circumstance nearly as they do. It is the most vital part of non-verbal correspondence skill.

The second trademark Erin demonstrated was her extreme responsibility for the general population of Hinkley. This trademark was uncovered amid the scene put at the Jensen's home. Erin sat on the finish of the bed with Donna Jensen, the lady that was experiencing uterine growth. Erin's eyes loaded up with tears as Donna reveals to Erin that her tumour turned dangerous, or, in other words spreading type of malignancy. Donna's eyes started to pour because of her dread and contempt she felt toward PG&E. Donna stated, "We will get them are ~~not~~ we?" Erin answered, "Yes." Erin's ability to tune in and the craving to invest energy with her demonstrated her promise to her. The third trademark Erin depicts is self-observing. This ~~was~~ appeared at Ed Masry's law office. Erin stood up close and personal with Ed.

1.5. Social skills

~~SA~~ social expertise is any skill empowering association. ~~F~~ furthermore, correspondence with others where social rules and relations are made, bestowed, and changed in verbal and nonverbal ways. The route toward taking in these abilities is called socialization.

Erin's steadiness of reason and her ~~impressiv~~awesome mental quality defeat the oblivious resistance of the uninformed social powers around her. She is gallant; and never gives up when the social milieu contradicts. She is reliably positive in her state of mind, putting stock in the rightness of her motivation, and its possible achievement.

She moreover has ~~impressiv~~awesome social capacities, exhibited by her remarkable sympathy and furthermore social capacities while meeting the debilitated unfortunate setbacks and their family. She is ~~not~~ annoyed by the social obstructions in light of the way that in one sense she ponders complying with the social request. She is her own individual, regardless of her occasionally disorderly and rough conduct. Luckily, that hostile conduct in minor contrasted with the social quality she conveys to hold up under.

Incidentally, we ought to likewise call attention to that the lie of the general public is conceived out even toward the end when Erin wins the case. She gets however \$2 million out of the \$333 million settlement, when she has, in every way that really

matters, without any help empowered this awesome result! The law office, being a social establishment, acknowledges the social custom of just giving Erin cash equivalent to her economic well-being and position, rather than what she extremely merited. Also, the law office itself gathers 40% of the reward. It is another pointer of the negative and bogus nature of organizations in the public arena that rewards the socially-acknowledged custom rather than that which is correct and just.

2. Outstanding contributor to the law firm.

(a). After she lost in her car accident case, she asked Ed Masry her legal counsellor on the off chance that he can help her to find work. Ed gives her work as a document assistant in his office, and she keeps running over some documents on a little-known body of evidence recorded against Pacific Gas and Electric. Erin starts jumping into the particulars of the case, persuaded that the realities essentially don't make any sense, and induces Ed to enable her to do additionally inquire about; in time, she finds a deliberate concealment of the mechanical harming of a city's water supply, which debilitates the strength of the whole network. Ed gives her the open door even though despite the fact that she was not a qualified attorney with no any capability of law.

No: ~~Despite~~In spite of her absence of formal instruction in law, Brockovich was to a great extent instrumental in building a body of evidence against PG&E of California in 1993, which she achieved by collaborating with a hesitant lawyer by the name of Edward L. Masry, situated in Thousand Oaks, California. The case asserted pollution of drinking water with hexavalent chromium in the southern California town of Hinkley. The case was settled in 1996 for \$333 million, the biggest settlement at any point paid in an immediate activity claim in U.S. history. She conveyed more clients or business to the organization where she began as no-body.

(b). It was a great learning information to different representatives since it uncovered different tricky practices that can occur in an association. I understand that it is difficult to act against your association, as I trust it was for PG&E workers; anyway this action outlined exactly what it is so imperative to act ethically, paying little heed to whether your association is unscrupulous. In the occasion that I am ever looked with a condition where my association is acting in an ethically imperfect manner, I know this experience

will give inconceivable information to me to slant toward and in the end, take the correct exercises.

(c). No: Since she is evaluated to worth a net of \$42 Million. Erin Brockovich, she is likewise a popular American earthy person who had been engaged with the various legitimate enemy of contamination claims against substantial organizations in the US. ~~Despite~~~~In spite of~~ her absence of legitimate formal~~formal-legitimate~~ training, she did ~~not~~ obstruct in maintaining the argument against the Pacific Gas and Electric Company in 1993 in California. In this way, the organization ~~will not~~ bear the cost of her ~~because on the grounds that~~ since she is well known and she will convey more customer to the organization then she will utilize that as a preference.

(d). No: Since numerous individuals had solid negative responses to Erin and her conduct and furthermore she was not a perfectly good example for anybody entering the work constraint. Be that as it may, she turned out to be an extraordinary supporter of the law office, so the organization can't stand to lose her.

(e). Struggle happens taking all things together sides of the workplace. In any case, if issues aren't settled, horrible~~endous~~ things can occur: great people quit, confidence can dive and at times viciousness can eject. Regardless, bosses and supervisors try not to need to end up confirmed go-between to participate in workplace compromise. You basically need to see a couple nuts and bolts about human lead, practice the convincing fine art of centering and offer yourself as a nonpartisan gathering ~~whiche~~ needs to decide the issue.

As per Jeffrey Kravis there are nine bits of knowledge and subtle strategies:

1. Give individuals a chance to recount their story: At the point when people are significantly vexed about something, they need to get their story out. This is a central rule of intervention also one that is vital to recollect. Truly, enabling people to talk their brains can formulate the level of contention with which you should bargain. That is ok. You have to get past the contention stage to find the game plan. In some cases, feeling that he's finally "been heard" can radically change an irate person's perspective. Additionally, as the worker describes the story, new information may move toward becoming known that enables a response for rise normally.

2. **Convey a rude awakening to the table:** consistently in a dispute, the social affairs are so ~~centered~~ around subtle elements that they expel the comprehensive view and its recommendations. As the go-between, you need to take people back to reality by curving their thought a long way from the grain of sand and having them canter around the entire shoreline. Doing all things considered, ~~all things considered~~ may enable goals to arrive at a startling rate.

3. **Distinguish the genuine hindrance:** In every conflict, ask yourself: "What is the veritable moving variable here? What is really protecting this person from consenting to an answer? When you can distinguish the hindrance, at that point, you can anticipate how the individual will respond to particular contemplations, and you can shape transactions in like manner.

4. **Figure out how to "read minds":** Mind-perusing is ~~not~~ charm. It is a blend of recognition and impulse, or, in other words, involvement. You can take in a ton about how each social event sees a discussion by focusing on non-verbal communication, what's more, tuning in intently not exclusively to their words yet additionally to the passionate tone behind their words.

5. **Ponder ways individuals can participate instead of conflict.** In each transaction, there is a strain between the craving to contend and the longing to participate. Be vigilant for signs that help an agreeable domain. That is the place the most inventive courses of action are considered.

6. **Take the spotlight off somebody on the off chance that he or she declines to move.** Confinement tends to ~~improve~~~~make~~ ~~improvement~~. When you mediate a multiparty strife, you'll frequently locate that one individual requests are adopting a hard-line strategy, declining to bargain and shooting down each arrangement displayed. The proposal: Take the consideration off the "last man (or lady) standing" and start settling around that individual. You ~~will~~ see that the holdout begins to tensely call and send messages, endeavouring to get things going once more. Whenever his or her apparent power is killed, the stubborn arbitrator rapidly observes the estimation of the bargain.

7. **"Edit the script" to enable individuals to see their circumstance from an alternate perspective.** Individuals tend to slow down out in their situations since they are telling what occurred from a thin point of view and in a negative and sad tone. They cannot see the circumstance some other way except if you assist them with doing so. As the go-between, you can take a greater view that looks not at one get-together or the other "winning" but rather at the two social affairs moving toward a shared objective. One way to deal with doing that is to modify their content. Retell their tale about the debate in a positive, forward-looking advancement. In that way, you really give them the words to see their options in another light.

8. **Avoid the "winner's curse" by carefully pacing negotiations.** Trust it or not, it is possible to accomplish an answer too quickly. We as a whole have an inward clock that instructs us to what degree a plan should take. Exactly when a game plan seems, by all accounts, to be excessively straightforward, a kind of buyer's disappointment can set in. One or the two gatherings might be left inclination that if things had moved simply more bit by bit, they might have cut that if things had moved simply more bit by bit, they might have that if things had moved basically more a little bit at a time, they might have. Try not to surge the move or the arrangement will fall flat. Regardless when you know you can wrap up things rapidly, it is further supporting everyone's favourable luck to keep the arrangement proceeding consistently, for a sensible measure of time, before the unavoidable settlement.

9. **Understand that each contention cannot be unravelled.** Envision a situation in which you've endeavoured to empower two warring gatherings to find a sensible course of action, yet you can't achieve that slippery objective. That can occur, what's more, consistently does. Just a single out of each odd arrangement will have a win/win result. Few out of every odd individual can live separately in assention. There are times when you essentially host to recognize that the two social affairs will leave the table similarly hopeless. Detach the individuals if possible, and essentially continue ahead.

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(f). Strategies to be used when managing perceived difficult person such as Erin:

1. Be quiet

Losing your emotion and spreading at the other individual consistently isn't the principal ideal way to deal with ~~urging~~ him/her to aggregate up with you. Be that as it may, if you understand that shock will trigger the individual eagerly and you're deliberately using it as a strategy to move him/her, it is more splendid to recognize a quiet persona. Some individual who is quiet is viewed as being in control, run and all the ~~nicer~~~~more-nice~~. OK want to work with somebody who is overwhelmingly quiet or somebody who is dependably tense? At the point when the individual you are managing sees that you are quiet ~~despite~~~~in spite of~~ whatever he/she is doing, you will begin standing out enough to be noticed.

2. Understand the person's intentions

I'd get a kick out of the chance to trust that nobody is troublesome for being troublesome. Notwithstanding when it might appear that the individual is simply out to get you, there is in every case some fundamental reason that is rousing them to act thusly. Once in a while is this inspiration evident. Attempt to recognize the individual's trigger: What is making him/her showing thusly? What is stopping him/her from teaming up with you? By what means may you help to address his/her issues and resolve the circumstance?

3. Get some viewpoint from others

All the more ~~th~~~~an~~ likely, your partners, boss and assistants presumably experienced relative conditions some way or another or another. They will have the ability to see things from a substitute point and offer a substitute elucidation of the situation. Hunt them out, share your story and check out what they have to state. You may very well find some splendid appeal amidst the discourse.

4. Tell the individual where you are originating from

One thing that has worked for me is to tell the individual my desires behind what I am doing. A portion of the time, they are being protected since they trust that you are just being troublesome with them. Giving them access on the reason for your exercises and the full establishment of what is happening will enable them to relate to your situation. This allows them to get them on-board fundamentally less requesting.

5. Construct a compatibility

With all of the PCs, messages and educating systems, work now and again change into a mechanical strategy. Re-bestow₁ the human touch by a partner with your accomplices on an individual level. Go out with them for drinks or dinners. Turned out to be more familiar with them as people, and not accomplices. Agree with-in additional about their stance advantages, their family, and their lives. Develop strong affiliations. These will go far in your work.

6. Approach the individual with deference

No one jumps at the chance to be treated just as he/she is difficult/lost/maladroit. On the off chance that you will treat the individual with discourtesy, it will ~~noo~~_nt amaze on the off chance that he/she regards you indistinguishable route from well. As the brilliant lead says," Do unto others as you would have them do unto you."

7. Spotlight on what can be actioned upon.

Once in a while, you might be put into hot soup by your troublesome associates, for example, not accepting a bit of work they guaranteed to give or being wrongly considered in charge of something you did don_t do. Whatever it is, recognize that the circumstance has just happened. Instead of pestering what you can no_t change, canter around the noteworthy advances you can take to forward yourself in the circumstance.

8. Ignore

On the off chance that you have officially had a go at everything above and the individual is still not being responsive, the ~~most~~ ideal way may be to disregard ~~simply~~_{simply} ~~disregard~~. All things considered, you have officially done everything that you can inside your methods. Get on your day by day undertakings and interface with the individual just where required. Obviously, this is no_nt attainable in situations where the individual assumes a basic job in your work - which drives us to our last tip.

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9. Heighten to a higher specialist for goals

Right when all else misses the mark, escalate to your topmost. This is seen as the trump card and shouldn't be used aside from on the off chance that you've completely drained your strategies. On occasion, the most ideal approach to get someone moving

is through the best down philosophy, especially in bureaucratic affiliations. Be careful so as not to rehearse this elective all the time as you would ~~non~~ require your chief to envision that you are unequipped for dealing with your very own issues. I have done this few times in my past action, and I watched it ~~to~~ be the best in moving people who essentially decrease to work together something unique.

3. Traits and behaviours

(a). Erin Brockovich is gifted with trademark activity and the capacity to gather amazing wealth. She has a remarkable capacity for the organization in shifting foundations, especially in business and budgetary issues, where she contributes the more unmistakable vision, reason, and long-expand goals. She understands the material world, and normally perceives what makes ~~for all intents and purposes~~ any undertaking work. Business, back, arrive, law, science (particularly history, paleo-history, and material science), disseminating, and the organization of broad associations are among the expert fields that suit Erin best. She is typically pulled in to spots of effect and organization, and authoritative issues, social work, and instructing are among the various diverse districts where her abilities can shimmer (Southgate, 2005).

She ~~can~~~~has the ability to~~ move people to join her in her central goal, despite when they are unequipped for seeing what she sees. In this way, those around Erin Brockovich require her steady course, inspiration, and support. Brockovich is a good judge of character, which serves her well in pulling in the advantageous people that she can poke them then decisively and guide them along the lines of her vision.

Erin's test in life is to understand that power and effect must be used to help humankind, and only for her very own gain. Something different, Erin Brockovich will without a doubt persevere through the results of rapaciousness and hazard losing everything. She ought to moreover make sense of how to ricochet by and by from dissatisfactions and destructions. Also likewise with various wonderful visionaries, Brockovich can be careless for nonappearance of respect for unpretentious components. In this way, it isn't implausible for such personality to experience noteworthy pivots, including bankruptcies and cash related dissatisfaction. Erin Brockovich, regardless, has the capacity and the sheer guts to make more than one fortune, and amass various productive undertakings.

Brockovich is presumably going to shape a broad family around him, and she is inclined every so often to keep them subordinate longer than would ordinarily be suitable. In any case, Erin Brockovich isn't distinct in exhibiting her love and affection. Also, Erin must be vigilant of getting the chance to be resolved, preferential, overbearing, and worrisome. These traits may have been imagined immediately in her life, in the wake of anguish herself under an oppressive watchman or a family stacked by harsh religious or insightful statements of faith. Erin Brockovich tends to be extremely flexible, and she believes that its easy to fit into most social set ups and expert fields. There are no particular morals that can cause personality ungainliness as a piece of Erin's character and life, yet she needs to lock in and steadily to develop those uncommon characteristics that she needs to achieve.

(b). Big five Personality traits

Openness

This trait features characteristics, for instance, imaginative capacity and information. People who are high in this quality moreover tend to have a far reaching extent of interests. They are intrigued about the world and different people and on edge to learn new things and acknowledge new experiences. People who are high in this trademark tend to be more daring and innovative. People low in this quality are routinely significantly more regular and may fight with calculated thinking (Sümer *et al.*, 2005).

Honesty

Standard features of this estimation fuse a lot of insight, extraordinary drive control, and target facilitated improves. Exceedingly legit people tend to be dealt with and mindful of purposes of intrigue. They plan, think about how their direct impacts others, and know about due dates.

Extraversion

Extraversion (or extroversion) is depicted by instability, neighborliness, glibness, certainty, and high proportions of energetic expressiveness. People who are high in extraversion are agreeable and will in general get imperativeness in social conditions. Being around different people supports them feel invigorated and stimulated. People who are low in extraversion (or autonomous) tend to be more held and need to utilize imperativeness in social settings. Parties can feel exhausting and keen individuals frequently require a period of separation and quiet with the true objective to "empower.

“

Agreeableness

This identity measurement incorporates characteristics, for example, trust, benevolence, generosity, fondness, and other prosocial practices. Individuals who are high in pleasantness have a tendency to be more helpful while those low in this characteristic have a tendency to be more aggressive and here and there even manipulative.

Neuroticism

Neuroticism is a trademark depicted by inconvenience, surliness, and enthusiastic frailty. Individuals who are high in this trademark will in general experience attitude swings, apprehension, dourness, and sharpness. Those low in this quality tend to be all the more enduring and genuinely solid.

(c). Her identity qualities and shortcoming are dependent on the Big Five.

Quality: Erin Brockovich is capable with a standard specialist and the capacity to accumulate uncommon wealth. She has the unprecedented capacity for the organization in a wide range of various foundations, especially in business and money-related issues, where she contributes the more noticeable vision, reason, and long-expand targets. She understands the material world, and normally perceives what makes in every practical sense any endeavor work. Business, back, arrive, law, science (particularly history, fossil science, and material science), dispersing, and the organization of generous establishments are among the expert fields that suit Erin best. She is ordinarily pulled in to spots of effect and expert, and authoritative issues, social work, and training are among the various distinctive locales where her abilities can shimmer (Ganellen, 2007).

She ~~can has the ability to~~ animate people to join her in her central goal, despite when they are unequipped for seeing what she sees. Along these lines, those around Erin Brockovich require her consistent course, inspiration, and comfort. Brockovich is an average judge of character, which serves her well in attracting the right people that she can poke them then vivaciously and direct them along the lines of her vision.

Weakness: Erin's test in life is to fathom that power and effect must be used to encourage mankind, and only for her own gain. Something different, Erin Brockovich will without a doubt persevere through the results of enthusiasm and hazard losing everything. She ought to in like manner make sense of how to ricochet by and by from frustrations and thrashings. Thus similarly as with various greater visionaries, Brockovich can be careless for nonappearance of respect for purposes of intrigue.

~~Like this~~Thusly, it is ~~non~~t inconceivable for such character to experience huge switches, including liquidations and budgetary frustration. Erin Brockovich, in any case, has the capacity and the sheer guts to make more than one fortune, and build various productive undertakings.

Brockovich is most likely going to shape a tremendous family around him, and she is inclined sometimes to keep them subordinate longer than would ordinarily be fitting. Nevertheless, Erin Brockovich is ~~non~~t clear in exhibiting her love and affection. Also, Erin must be careful of getting the chance to be troublesome, extremist, oppressive, and energetic. These qualities may have been imagined immediately in her life, resulting ~~into~~ persisting herself under an oppressive gatekeeper or a family pained by extreme religious or insightful statements of faith.

(d). Do her behaviour and attitude change during the movie?

Yes: She began having faith in ~~the~~ intensity of talking up and she needs GPs to participate, as well. All things considered, it is talking up and transformed her into a worldwide extremist and an ecological crusader.

4. Hierarchical changes (Maslow & Lewis, 1987)

Self

Realization

(You are living to your most elevated potential)

Regard/ Esteem

(You ~~ha~~'ve gained the aptitudes that prompt respect and more

Acknowledgement)

Love and having a place

(Accomplishing further-more significant relationship)

Security

(Feeling good to be back home)

Physiological Needs

(Sustenance, water and safe house)

(a). Erin Brockovich is a jobless single parent, edgy to discover ~~a~~-work, yet is having no good fortune. This losing streak even connects with a failed case against an expert

in a heap up she was in. With no choice, she successfully alarms her lawful consultant to give her work in pay for the adversity. While no one thinks of her as imperative, with her trashy pieces of clothing and dirty conduct that a little while later changes when she begins to look into a suspicious land case including the Pacific Gas and Electric Company. What she finds is that the association is endeavoring tactfully to buy arrive that was corrupted by hexavalent chromium, a deadly toxic waste that the association is improperly and unjustly dumping and, in this way, hurting the inhabitants in the district. As she tunnels further, Erin ends up a driving point in a movement of events that would incorporate her law office in one of the best legitimate cases in American history against a multi-billion dollar organization.

(b). No: at the point when her supervisor reveals to her she should need to re-evaluate about her closet a little and she inelegantly answers, "I think I look decent, and as long as I have one ass rather than two, I will wear what I like." She dresses a similar approach way to the entryway in an average workers neighbourhood where industrial chemicals have caused sickness.

(c). - Maslow's Hierarchy of Needs theory: The speculation relies upon a clear initiate: Human animals have needs that are dynamically situated. There are a couple of necessities that are fundamental to each individual, and in their nonattendance, nothing else matters. As we satisfy these basic needs, we start planning to satisfy higher demand needs. In that capacity, when a lower level need is satisfied, it never again fills in as a start.

- **ERG Theory:** ERG theory is a modification of Maslow's dynamic arrangement of necessities. ERG speculation does not rank needs in a particular demand and unequivocally sees that more than one need may work at a given time. This theory has a "failure backslide" hypothesis suggesting that individuals who are perplexed in their undertakings to satisfy one need may backslide to another. For example, someone who is frustrated by the improvement openings in his movement and headway toward job goals may backslide to relatedness need and start contributing more vitality partner with colleagues. The consequences of this hypothesis is that we need to see the various necessities that may drive individuals at an offered point to understand their direct and suitably energize them.

-**Two-Factor Theory:** The two-factor speculation of motivation fuses tidiness components and aides. Neatness factors included association courses of action, supervision, working conditions, remuneration, prosperity, and security at work. To

appear, imagine that you are working in an obnoxious work environment. Your office is unnecessarily sweltering in the mid-year and unreasonably cool in the winter. You are being bothered and manhandled. You would undeniably be miserable in such a working environment. Regardless, if these issues were understood (your office temperature is impeccable and you are not pestered by any stretch of the creative ability), OK be impelled? More likely than not, you would disparage the situation. Frankly, various factors in our work environment are things that we miss when they are missing anyway belittle if they are accessible. On the other hand, sparkles are factors that are normal for the action, for instance, achievement, affirmation, interesting work, extended obligations, movement, and improvement openings. According to Herzberg's examination, sparkles are the conditions that truly encourage labourers to contribute more vitality.

- **Acquired-Needs Theory:** David McClelland's acquired needs theory is the one that has gotten the best proportion of assistance. As shown by this theory, individuals acquire three sorts of necessities due to their experience. These prerequisites are the necessity for achievement, the necessity for coalition, and the necessity for power. All individuals have a blend of these necessities, and the prevalent needs are thought to drive specialist direct.

- **Hope Theory:** It proposes that people will pick the proper behaviour dependent upon the outcomes they expect due to their lead. Toward the day's end, we pick what to do subject to what we foresee that the outcome will be. At work, it might be that we work longer hours since we expect a remuneration rise. Regardless, Expectancy Theory moreover suggests that the method by which we pick our practices is similarly influenced by how likely we see those prizes to be. For this situation, pros may most likely work harder in case they had been ensured a remuneration rise than if they had recently acknowledged they may get one.

5. How Erin adjusted to her new vocation dependent on the different activity progress hypotheses?

Erin Brockovich as a young woman who was gaining ground toward superbness to serve all of the systems. She takes the road less passed by and isn't alarmed of a little test; she will continue with her fight until the point that the moment that things are settled and made right. Erin Brockovich isn't what you would imagine a pioneer to be, she in uneducated, mother of 3, broke, and twice isolated.

- **Trait-Factor Theory:** Each individual has a novel case of traits made up of their interests, characteristics, limits and personality qualities, these attributes can be fairly recognized and profiled to address a man's potential.

Every occupation is involved segments required for the productive execution of that occupation. These components can be fairly perceived and addressed as a word related profile. It is possible to recognize a fit or match between individual attributes and occupation factors using a straight forward basic reasoning/fundamental authority process.

The closer the match between up close and personal qualities and business factors the more critical the likelihood for productive occupation execution and satisfaction.

6. Erin's set of working responsibilities and occupation particular

6.1. Occupation Description (Smith, 1997)

OCCUPATION INFORMATION SUMMARY

Name of jobholder: Erin Brockovich

Occupation title : Clerk

Division : Ed Masry Law

Center Applicable to Occupational Category : Law

Post/compensation level : Level 05

Review Attached to the post : Degree, Std 10, Experience, Computer aptitudes

Name of component : Legal

Location : California

Post report to : Supervisor

HIERARCHICAL PLACEMENT

B JOB PURPOSE: Law organization

C. MAIN OBJECTIVES: To Fight Crime

D. OUTPUT PROFILE: Cases Won

Key Customers: Internal and Outside customers' Requirements: American citizen

E PERFORMANCE STANDARD AND INDICATORS

EXECUTION STANDARDS PERFORMANCE INDICATORS

F. COMPETENCY PROFILE

Knowledge Skills Learning Field

Constitution Computer University

G. PROFESSION PATHING

G.1 PROMOTION TO THE HIGHER POST

G.1.1 NEXT HIGHER POST: Supervisor

G.1.2 NATURE OF WORK IN NEXT HIGHER POST: Supervising

- Through yearly alteration and pay movement.

MARK OF POST HOLDER

SIGNATURE OF SUPERVISOR

DATE: _____

Occupation Name: Clerk

Determination : Filling

: Documents photocopying

: Office organization

Questions	Scores (1-5)
1. Tell us about a period that you needed to adjust to a troublesome circumstance.	
2. Describe a period when you proposed made a proposal to enhance the work in your association.	
3. How did you approach rolling out the improvements?	
4. What have you done to enhance relations with your clients?	
5. What preparing <u>a</u> program that you have created or upgraded?	

Following completion of this shape, a duplicate must be sent to the Component:
Human Resource Management.

Following fruition of this shape, a copy must be sent to the Component:

Human Resource Management.

GONE INTO BY AND BETWEEN:

The Ed Masry Law in this way addressed by Ed Masry in his capacity as Supervisor of Ed Masry and Mrs Erin Brockovich as the Clerk of Ed Masry Law.

WHEREBY IT IS AGREED AS FOLLOWS:

1. PURPOSE

1.1. The inspiration driving going into this statement is to pass on to the Employee the execution wants for the Employer.

1.2. The execution understanding and running with work plan will be used as the explanation behind studying the sensibility of the Employee for unending business (if on post-preliminary supervision), and to assess whether the Employee has met the execution wants significant to his/her action. ~~Ifn the event that~~ the Employee has inside and out outperformed the execution wants, he/she may possess all the necessary qualities for legitimate prizes. Unpretentious components are delineated in the Performance Management and Development System Policy.

1.3. Should any non-understanding rise between the Employer and the Employee in respect of issues coordinated by this declaration, the labourer may apply the formal dissension measures of the Public Service.

2. VALIDITY OF THE AGREEMENT

2.1. The asse~~ra~~tion will be legitimate for the period 1 January 2017 to 31 March 2018.

Hierarchical objective: to guarantee the network that they are altogether equivalent before the law.

Key execution zone	Key Activities	Target	Execution Indicators
Filling	Recording, Splitting and duplicate, Preparing a document	Each after the case is finished.	Available archives
Documents photocopying	Recording, Splitting, Ensuring photocopy machine is constantly working.	Each after the case is finished.	Reports do not foul up.
Office Administration	Recording calls, uncovering messages on time, Not by and large on the phone with private issues	Regularly.	Matters gave an account of time and took care of.

Signature

Employee:Date Supervisor:Date:

9. Erin's Performance Assessment

NAME : ED MASRY

SUPERVISOR : ERIN BROCKOVICH

JOB TITLE : CLERK

SALARY LEVEL : 05

DATE OF REVIEW : 01 APRIL 2017 TO 31 SEPTEMBER 2017

Organizational goal: TO ENSURE THE COMMUNITY THAT THEY ARE ALL EQUAL IN FRONT OF THE LAW.

Key activities

Filing: sorting document according to case numbers and writing case number on Files.

Document photo-copying: ensuring documents are sorted correctly.

Office administration: Phone answering, noting messages and reporting messages on time.

Key Performance Area	Own rating	Supervisor's rating (1-5)	Remarks
Filing	04	03	Moderate
Records photocopying	03	03	Moderate
Office organization	02	02	Moderate

Manager: **Date:** **Representative:** **Date:**

10. Five measurements of the Job Characteristics Model of Hackman and Oldham

The action qualities appear, arranged by Hackman and Oldham, relies upon the likelihood that the errand itself is basic to delegate motivation. Specifically, a debilitating and monotonous occupation covers motivation to perform well, while a testing work enhances motivation. Collection, self-administration and decision master are three diverse methods for adding a test to an occupation. Business enhancement and occupation turn are the two diverse methods for switching it up and challenge.

It communicates that there are five focus occupation properties (fitness grouping, task identity, errand significance, self-principle, and information) which influence three essential mental states (experienced profundity, experienced commitment in regards to results, and data of the authentic results), in this way affecting work results (work satisfaction, truancy, work motivation, et cetera.). The five focus action characteristics can be combined to outline a ~~potential moving~~ ~~moving-potential~~ score (MPS) for work, which can be used as a record of how likely a business is to impact a specialist's perspectives and practices (Mukul *et al.*, 2013).

Hackman and Oldham's movement characteristics speculation suggests that high motivation is related to experiencing three mental states while working:

Importance of work

That work has significance to you, something that you can relate to, and does not ~~also occur~~ ~~occur-also~~ as a game plan of improvements to be reiterated. This is integral to trademark motivation, i.e. that work is prodding without anyone else's input (as opposed to rousing similarly as a deplorable commitment).

Obligation

That you have been allowed to be a win or frustration at your movement in light of the way that sufficient chance of action has given you. This would join the ability to take off enhancements and wire the learning you gain while doing the movement.

Information of results

This is indispensable for two reasons. At first to give the individual data on how productive their capacity has been, which along these lines enables them to pick up from mistakes. The second is to interface them earnestly to the customer of their yields, thusly giving further motivation to the work (e.g. I may simply chip away at an age line, yet I understand that the sustenance distributes I convey are used to help people in disaster locales, saving various lives).

11. Erin's locus of control and how it developed throughout the movie.

In the same way as other lawyers, Ed Masry offered expert bono work - i.e. free lawful help - as a support of the network. Erin is allotted obligation concerning with records on a star bono arrive case in Hinkley, California. She is befuddled when she discovers therapeutic records of a Hinkley family included among the land archives, and

methodologies Ed for approval to analyze. She by then finds that Pacific Gas and Electric, the \$28 billion electric administration association, had procured a couple of homes in the Hinkley district and offered to purchase various others for the communicated inspiration driving building a street off-ramp to their plant. In any case, she comes to assume that PG&E has had truly gotten the properties in light of the fact that the groundwater underneath them has been sullied by the near to control plant, realizing extraordinary ailments and debilitations among subjects of the network. While she is far from the workplace truly exploring the case, Masry expect from her unexplained nonattendance that she is carrying on unreliabley. Before she can disclose her doubts to Masry, she is terminated for not revealing into all the time. He has not yet seen the skilled individual behind Erin's harsh forceful attitude which erupts at the scarcest envisioned incitement. She leaves in fierceness without attempting to account for herself and by and by set out to scan for another activity. She doesn't look to persuade Masry. She acknowledges the circumstance and advances. Presently life steps up with regards to turn around the circumstance. A couple of days after the fact Masry appears at her home and accommodates with her. An educator Erin had reached in regards to the Hinkley case has called revealing that the lab tests demonstrate a noxious substance in the water. Masry needs to recognize what it is about. Erin recovers her activity with a 10% raise and advantages. Throughout the following half a month, Erin meets a couple of householders in the Hinkley locale whose relatives had fallen really tired due to the contamination. Their wretched reports of persevering draw out her true blue affectability. Honestly, their assumptions of feebleness reverberated so immovably with Erin's own special sentiment of weakness and misuse that she ended up being significantly more made plans to take up their inspiration. They too sense her guaranteed individual obligation. She gradually finds that the issue is substantially more bona fide than she had at first idea - including numerous grievous losses. Regardless of Masry's reluctance to get the high costs and risks drew in with going up against PG&E, Erin convinces him to look for after the case. Since every one of Erin's energies are diverted emphatically into this work as opposed to griping about the foul play of life and other individuals, her life experiences an adjustment in character. For quite a long time Erin has battled with the double obligations of work and bringing up three kids until low maintenance development specialist named George moves in adjacent and gets to know the family. Later George assumes control over the undertaking of thinking about Erin's kids so she is allowed

to seek after the case. An inward change in her mentality has evoked an adjustment in the external conditions of her life. Rather than whining about existence and other individuals, she has turned out to be helpful and profitable and focusing her energies on achievement. Life reacts by bringing a capable into her existence without her notwithstanding looking for him. Because of Erin's remarkable endeavours and the trust which Hinkley inhabitants have come to put in her, more than 400 families agreed to pick Masry's firm to address their body of evidence against PG&E depending on the essential that Masry bears all of the costs and gets 40% of the respect, if there is any. In the midst of this period Erin gets an obscure consider crippling her family if she hangs on in the examination. Precisely at this huge junction, when Erin had come to rely upon George so much, he reports he is relinquishing her since she has so negligently underestimated every one of his endeavours. Her diligent work is valid and it is remunerated. Her neglectfulness and inconsiderateness are additionally valid and bring out a reaction from life. In spite of the fact that Erin displayed remarkable courage, coarseness, and assurance all through, this most recent close superhuman physical and mental exertion started to incur significant damage. One day she folds under the strain and is hospitalized with meningitis. Before she has even had adequate vitality to totally recover, she proceeds with her great effort. A short range later, Masry's firm wins an earnest decision for the circumstance at the area level. Notwithstanding the administration association's sincere endeavours to block Erin's action, the adjacent court chosen that the assemblage of proof against the utility was an exemplary one and should keep on primer. As needs be, PG&E approaches offering a settlement of about \$40 million to more than 400 Hinkley families, yet Masry and Erin reject the offer as inconsequential.

Having spent an extensive segment of his profession funds in seeking after the case this far and looked with the possibility of long and expensive lawful procedures, Masry anxiously acknowledges the offer of a best law office to assistant for the circumstance and reimburse the costs he has recently caused. The lawyers at this firm look down on Erin as unfit and crude until the point that the moment that she shows her striking data of every single unpretentious component of the case and the close-by near and dear associations she has created with her clients. Erin gets a \$5000 compensate and another auto. The obscurity is dying down in Erin's life. Out of nowhere, she has an

incredible activity, respect for her master points of confinement, and opportunity from budgetary anxieties.

12. Work changes

No: Erin disregarded her three youngsters in light of her work since she winds up falling into a relationship with George for caring for her kids and George additionally left her ~~given in view of~~ her activity. Erin her life was not adjusted.

13. Erin's work engagement levels

Erin was an outgoing individual~~s~~ she appreciates being around the general population, she was vigorous and regularly encounter positive sentiments. She has~~ve~~ a tendency to be sharp, activity arranged, she is people who are likes to state Yes or Let's do it she scarcely says no to chances for energy. She was a somebody garrulous.

14. Key Characteristics of an Organizational Culture:

Development and hazard are taking. How ~~many~~~~uch~~ agents are asked to be innovative and go for broke~~?~~. Erin went out on a limb by beginning with the long-lasting shut case of evidence against PG&E organization.

Attentision to detail. How much agents are depended upon to show exactness, examination, and careful attention. Erin was paying more attention on the water harming.

Outcome orientation. How much administration centres around results or results as opposed to on method and process? The Ed Mary's law organization had concentrated on the result or aftereffects of the body of evidence against PG&E organization.

Individual's introduction. How much organization decisions think about the effect of results on people inside the affiliation.

Group introduction. How much capacity practices are dealt with around gatherings instead of individuals. The case was taken care of by not just Erin, Ed Mary was likewise associated with the case and a few people having significant data were engaged with the case achievement.

Forcefulness. How much people are mighty and engaged rather than pleasant.

Security. How much definitive activities complement keeping up existing conditions rather than development.

Culture is an illustrative term, that is, it isn't evaluative. Authoritative culture is worried about how the qualities of the organization/association are seen – NOT on the off

chance that they are enjoyed or disdained. It isn't about occupation fulfilment (Chatman & Jehn, 1994).

15. Phases of development

Arranging

This is the fundamental stage in the structures enhancement process. It perceives paying little mind to whether there is the prerequisite for another structure to achieve a business' key goals. This is a central course of action (or a probability contemplate) for an association's business action to acquire the advantages for developing a system to change or upgrade an organization. The association may endeavour meet or outperform wants for their specialists, customers and accomplices also. The inspiration driving this movement is to find the degree of the issue and choose plans. Resources, costs, time, benefits and distinctive things should be considered at this stage.

Frameworks Analysis and Requirements

The second stage is the place associations will wear down the wellspring of their worry or the necessity for a change. If there should arise an occurrence of an issue, possible courses of action are submitted and separated to perceive the best fit for a conclusive goal(s) of the assignment. This is the place bunches consider the valuable essentials of the endeavour or course of action. It is in like manner where system examination occurs—or dismembering the necessities of the end customers to ensure the new structure can satisfy their wants. Structures examination is basic in making sense of what a business' needs are, and moreover how they can be met, will's character responsible for individual bits of the endeavor, and what sort obviously of occasions should not strange.

There are a few instruments organizations can utilize that are particular to the second stage. They include:

CASE (Computer Aided Systems/Software Engineering)

Prerequisites gathering

Organized investigation

Frameworks Design

The third stage depicts, in detail, the fundamental particulars, features and exercises that will satisfy the utilitarian requirements of the proposed structure which will be set up. This is the movement for end customers to discuss and choose their specific

business information prerequisites for the proposed system. It's in the midst of this stage they will consider the major sections (gear and also programming) structure (sorting out limits), getting ready and procedures for the system to accomplish its goals.

Improvement

The fourth stage is the time when the honest to goodness work begins—particularly, when a product builds, compose assemble and also database creator are facilitated to do the noteworthy work on the endeavor. This work fuses using a stream layout to ensure that the technique of the structure is really created. The progression arrange indicates the completion of the hidden zone of the technique. Additionally, this stage suggests the start of age. The headway organize is moreover depicted by installation and change. Focusing on getting ready can be a giant preferred standpoint in the midst of this stage.

Coordination and Testing

The fifth stage incorporates systems compromise and structure testing (of ventures and strategy) customarily did by a Quality Assurance (QA) capable—to choose whether the proposed structure meets the hidden course of action of business targets. Testing may be repeated, especially to check for botches, bugs and interoperability. This testing will be performed until the point that the end customer believes that it's commendable. Another bit of this stage is affirmation and endorsement, the two of which will help ensure the program's compelling fulfillment.

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Rubric to assess the portfolio of evidence 2018

Name: Kgsona
Module:
Date:

Rate the learners' mastery of the sixteen competencies and compliance with four presentation and technical aspects on a 6-point Likert scale.

Not yet competent	Very poor competency	Below average competency	Average competency	Above average competency	Excellent competency
0	1	2	3	4	5

Competencies	Not yet competent	Very poor competency	Below average competency	Average competency	Above average competency	Excellent competency
1. The learner understand the importance of emotional intelligence and can apply their theoretical knowledge	0	1	2	3	4X	5
2. The learner is competent in dealing with difficult people in the workplace (Mavericks)	0	1	2	3	4	5X
3 The learner understand how the concept of personality affects behaviour in the workplace	0	1	2	3	4X	5
4.. The learner understand how motivation affects behaviour and how it may change over time	0	1	2	3	4X	5
5. The learner demonstrated a clear understanding and can apply career development theories	0X	1	2	3	4	5

Competencies	Not yet competent	Very poor competency	Below average competency	Average competency	Above average competency	Excellent competency
6. The learner can compile a job description and job specification based on a job analysis	0	1	2	3X	4	5
7. The learner has demonstrated the ability to develop behaviorally type of questions for a job interview	0	1	2	3X	4	5
8. The learner has demonstrated he or she can compile a performance agreement	0	1	2	3	4X	5
9. The learner knows how to develop a performance assessment template	0	1	2	3X	4	5
10. The learner has a clear understanding of how job design impact motivation based on the Job Characteristics Model of Hackman and Oldham	0	1	2	3X	4	5
11. The learner has a good understanding of how core self-evaluation impact emotions	0	1X	2	3	4	5
12. The learner understand the meaning of work, how to deal with work/family conflict as well as maintaining a work/life balance	0X	1	2	3	4	5
13. The learner have demonstrated a good understanding and insight of the construct work engagement	0	1X	2	3	4	5

Competencies	Not yet competent	Very poor competency	Below average competency	Average competency	Above average competency	Excellent competency
14. The learner showed that he or she understands the importance of organisational culture and how to evaluate the type of organisational culture	0	1	2	3X	4	5
15. The learner understand the importance of teamwork and how to become a better team player by learning the critical skills for teamwork	0	1	2	3X	4	5
16. Overall, the learner demonstrated that he or she had mastered the various theories' and constructs dealt with in Strategic Talent Management/HRM and can apply his or her knowledge in practice.	0	1	2	3X	4	5
Presentation and technical aspects						
17. The table of contents, references and list of sources are noted correctly	0	1	2	3	4X	5
18. Writing - the style and language (grammar) meet the requirements	0	1	2	3X	4	5
19. Independent (own) thought is reflected, and insight of the various questions was demonstrated	0	1	2	3X	4	5
20. Assessor's general assessment rating of the quality of the POE taking into consideration all the above factors	0	1	2	3X	4	5

Competencies						
Comments:						
Mark obtained 57%			Total Mark			
			100			
Deduction for plagiarism if any						
Final Mark out of 100						
Signature: 			Date: 9/11/208			

Plagiarism:

Plagiarism Report. Marks deducted for plagiarism infringements

- -10 (5 % - 20 % out of single source)
- -20 (21 % - 40 % out of single source)
- Allocate 0% (41 % - 60 % out of single source)
- Disciplinary steps (anything higher than 60 %)

Deduct the following marks if:

Total similarity index is between 20% -29% deduct 5%

Total similarity index is between 30% – 39% deduct 10%

Total similarity index is between 40% - 49% deduct 20%

Total similarity index of more than 50% (failed score 0%, student allowed a second opportunity to revised POE depending on the seriousness of plagiarism).