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NWU Business School

Assignment Module: MBAB 822

Individual Assignment POE

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Due date: 01/11/2019

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Introduction

It is a spiritual truth of life that the darkness appears most significant just before the dawn. Life often appears most bleak and hopeless just at the moment it is preparing greater opportunity. This was definitely the condition that faced Erin Brockovich, a jobless and devastated, 33-year-old, twice-confined, mother of three little youngsters. A previous glamorous lady who did not have the proper training and abilities expected to help her family, Erin wildly scanned for an approach to help her family however bombed consistently

Erin is harmed in a fender bender and sues the other driver for individual mischief. She pushes toward Ed Masry, a Southern California genuine advisor to take up the case. Masry unhesitatingly promises her he will win it. promises her he will win it. Erin loses the case on account of nonappearance of authentic verification and court. Outside of the court, Erin turns her disdain against Masry for fail to remain dedicated to his responsibility

In an exhibit of outright distress, Erin appears at Masry's office and shamelessly requests that he extend to her an employment opportunity at his firm! To a limited extent out of pity and to some degree in light of her extraordinary forcefulness, Ed yields and gives Erin a clerical position at the firm.

This investigation looks to address observations related with conduct in a workplace, enthusiastic knowledge, work-life balance, hierarchical culture, diverse persuasive variables, work execution including occupation change and vocation advancement hypotheses and stages. These ideas have been examined dependent on the Erin Brockovich film.

The Portfolio of evidence-dependent on ERIN film is supported by applicable hypotheses and clarifications of the different develops which are replied in the following 15 inquiries structure:

DISCUSSION

1. Growth and development of Erin's emotional intelligence including all five competencies as identified by Goleman (2001)

Emotional Intelligence alludes to the limit of a person to perceive and deal with their feelings, and it has an ~~imperative-important~~ job for progress both throughout everyday life and hierarchical work. **Self-awareness** is portrayed by passionate mindfulness which incorporates knowing one's shortcomings, quality, qualities and drives and how it impacts on others. With reference to Erin Brockovich, before all else she knew about herself and what she needed. In court she stated, "I need to be a decent mother, native and pleasant individual". Erin was jobless therefore she attempted different organizations for job. She knew that she required an occupation to have the option to accommodate herself and kids. She strolled her approach to Masry Law firm. She knew her qualities that she is brilliant and a diligent employee. She likewise portrayed the component of mindfulness when she disclosed to George that she can't give a perfect and safe home for her kids. Erin additionally created mindfulness measurement when Ed discovered that she was doing ~~a~~-research on concerning chromium which affected Hinkley's occupants. He approached her for data in the wake of terminating her. Erin revealed to him that she needs a vocation with raise including benefits. She knew about her value to the law office. In promotion Erin, uncovered the idea of mindfulness when George requested that her leave she can't and disclosed to George that individuals in Hinkley regard her and that she could have any kind of effect in their life's and that was something she can't surrender.

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System of Emotional Competencies

Self-Awareness

Know the feelings, shortcomings and quality, drives, qualities and objectives and know their effect on other individuals simultaneously utilizing hunches to give guided choices.

In spite of the fact that Erin didn't have a law degree, she had the option to discover numerous subtleties of this case through her commitment with families, where during the examination she found that the family who their young little girl, Annabell, is doing combating disease because of natural issues connected to PG&E.

No table of figures entries found. Oversee or put in to arrange one's troublesome feelings and acknowledge evolving circumstances.

Erin was compromised by one representative of PG&E in light of the fact that they realized that she had arranged data that could refute their wellbeing conduct towards Hinkley people group individuals yet somebody like Erin needed to kick the case off. Somebody needed to residue off the residue from the record and really direct an examination." Even when her family was in danger where she needed to leave her youngsters with an outsider and put the enthusiasm of other individuals first. Somebody like Erin Brockovich was expected to push a goliath to the brink of collapse.

Social skill

Deal with other's feelings to move individuals in the ideal course.

Despite the fact that Erin didn't have a law degree or any social work capability however, she had the option to reveal utilizing her social aptitudes numerous subtleties of this case through her dialogues with different families with the network of Hinkley.

Empathy

Perceive and put into thought other individuals' emotions especially when deciding.

The film indicated a couple of families in the Hinkley society who had various therapeutic issues, from migraines, to unnatural birth cycles, to malignancy. Erin depicted her compassion by legitimately speaking to the Jensen family who ~~were~~was

the casualty of weakness. Erin was defenceless, with self-doubt however at last, she created compassion toward the individuals she battled for.

Motivation

Inspiration by your own-self in order to accomplish for the purpose of achieving.

Erin believess that PG&E roused their representatives by sheer childishness since they didn't appear to think about others. Erin had put stock in her capacity to address the issues of the Hinkley community without undermining their wellbeing status just as guaranteeing that they will address their own issues later on.

2. Strong unfavourable responses towards Erin and her conduct

Behaviourism is alluded to as the hypothesis of ~~learning-learning~~-dependent on the idea that the manner in which one carries on is gained through condition which comes about because of interfacing with nature. The way of thinking gives that conduct can be inspected or considered in a detectable and orderly way according to (Brockman, Ciarrochi et al. 2017)

- a. Ed didn't oversee Erin well initially without checking the ability behind Erin's anger. When Erin wound up inspired by the medicinal cases, she impacted Ed Masry to enable her to research further. Erin was from the workplace truly inquiring about the case, Masry anticipates from her unexplained French leave that she is continuing dishonestly; before she can uncover her suspicious to Masry, she ended for not reporting into work. two or three days afterwards Masry show up at her home and make harmony with Erin What were the adverse effects of her presence on the other employees?

Erin's colleagues would not like to be related ~~with-to~~ her in view of the recognition that she is trashily reflected by how she dressed. Situations that rose to help this announcement incorporates the accompanying: Ed her supervisor was searching for Anna and when asked of her whereabouts she reacted by saying "she's out on lunch with different young ladies". Ed remarked by saying that "you are likewise a young lady, for what reason would you say you are not out on lunch with them?" she reacted by saying that "possibly I'm not the correct young lady" Ed prompted

her to change her closet in light of the fact that different women were awkward with how she dresses.

Erin was not fully informed regarding the documenting framework. She asked Anna to show her how to file a restorative record claims. Anna reacted by saying that "Erin, you have been here for long, I won't carry out your responsibility for your sake" that was said with a disposition. Negative frames of mind against Erin expressed to raise after she was rehired and drawing near to Ed about the Jensen family case. Moreover, after happy aftereffects of court, when the judge considered PG & E responsible for the medical problems of Hinkley's living arrangement Erin's partners ended. After winning the case against PG & E Erin's associates were kind to her and working connections improved definitely and needed to know everything about what Erin and Ed were working on.

b. Can a firm afford an Erin ~~Brockovick~~Brockovich?

Erin was valuable and gainful and diverting her quality and energies to achieve her objective in helping the Hinkley people however the firm couldn't manage the cost of her case. The movie demonstrated that the bigger law office approached to ease Masry's budgetary limitations, basically implying that the law office couldn't manage the cost of Erin until such a period, that they get financial relief to alleviate accordingly, the law office had the option to bear the cost of Erin to a degree that she gets a \$5000 reward and another vehicle.

c. Can a firm afford not to have some rebels or Mavericks like her in an organisation?

Firms require a character like Erin Brockovich in light of the fact that regardless of their behaviour, they emphatically trust in moral of the association and equity for all. Significant about Erin's character is that she steps up with respect to her work and doesn't hope to simply stick to her arrangement of working duties however tries to achieve more. (Forbes, p. 189), there are nine basic ways that can be used as an arrangement to oversee tricky individuals like Erin: Character, for example, like Erin's are required in an organization to guarantee that firms objectives and destinations are accomplished. Hardworking individuals get the company where it needs to see itself.

d. If you keep them, how do you manage them?

There are ways in which these employees can be monitored. These incorporate direction on the set of accepted rules, improvement of the presentation the executive's framework and enlistment on disciplinary methodology to be taken should a worker take part in an offense. Consistent observing of representatives, for example, utilizing the day by day work register or regularly checking the cameras or clocking system which shows the movement of staff those will be some of tools will assist to deal with characters, like, Erin`s. These will contribute incredibly to the conduct change of radicals. Normal instructing and tutoring will likewise help with overseeing faculty respected troublesome: the following are 9 ways to deal with difficult character like Erin according to Forbes:

1. Lesson

Consistently, when a labourer is inconvenient we stopped concentrating on what's truly going on. We're bothered, it gives off an impression of being hopeless, and we've quite recently picked our assessment of the labourer - so we basically direct our focus toward various things, out of a mix of avoidance and self-protection. Regardless, the best chiefs get careful when someone's not advancing honorably, listening can make all the difference

2. Give clear behavioural feedback

extraordinary managers figure out how to do it sensibly well. According to Forbes, two approaches must be considered, bringing down different people defensiveness, and give the particular data so as to improve

3. Documents

At whatever point you're having critical issues with an employee, write down the key points.

4. Be consistent

If you state you're not satisfied with a lead, don't at times support of it

5. Set results if things don't change

Set results if things don't change

6. Work through the organization's procedures.

Incredible supervisor holds out trust in progress until the minute that they truly discharge the person

7. Don't harm the well

thumping the agent causes a test instead of to dealing with the issue, it makes the earth where the executive looked weak and crude

8. Manage your self-talk

All through this method, guarantee your self-talk is neither unhelpfully positive nor unhelpfully negative

9. Be fearless

Ending someone is the hardest thing an oversee needs to do. In case it gets to that point, do it right

e. Explain what methodologies would have utilized.

Coming up next is the systems that the association will use to oversee Erin.

e. Explain what strategies would have used.

The following is the strategies that the organisation will use to manage Erin.

1. Be Calm

Trailing your touch and splaying out at the other distinct usually isn't the best way to deal with get to liaise with you. But on the off chance that you understand that shock will elicit the single excitedly and you are purposely using it as a procedure to move her, it is more astute to anticipate a calm persona. Someone who hushes up is seen as being in control, centered and logically great.

2. Understand the person's intentions

In any occasion, when it may give the idea that the individual is basically out to get you, there is for each hidden explanation some clarification that is moving them to act in this manner. Now and again is this motivation apparent. Endeavor to perceive the

person's trigger: What is making him/her exhibit in that capacity? What is stopping him/her from planning with you? By what means may you help to meet his/her needs and resolve the condition

3. Get some perspective from others.

In most instances your associates, directors and allies almost certainly proficient relative conditions by one way or another or another. They will have the choice to perceive things from a substitute verge and offer a substitute translation of the condition. look at them, share your story and check out what they have to state. You may very well find some splendid appeal amidst the exchange. Let the person know where you are coming from.

One thing that has worked for me is to tell the individual my goals behind what I am doing. At times, they are being safe since they believe that you are simply being troublesome with them. Giving them access on the explanation for your activities and the full foundation of what's going on will empower them to feel for your circumstance. This gives them a chance to get them on-board a lot simpler.

4. Build a rapport

With every one of the PCs, messages and informing frameworks, work some of the time transform into a mechanical procedure. Re-ingrain the human touch by associating with your partners on an individual level. Go out with them for snacks or meals. Become more acquainted with them as individuals, and not colleagues. Get familiar with their pastimes, their family, their lives. Encourage solid associations. These will go far in your work.

5. Treat the individual with deference

No one gets a kick out of the chance to be treated just as he/she is imbecilic/unfit/bumblng. In case you are going to treat the person with ignore, it won't flabbergast if he/she treats you a comparable course moreover. As brilliant guideline says, "Do unto others as you would have them do unto you."

6. Focus on what can be actioned upon.

Now and again, you may be put into sizzling potage by your irksome companions, for instance, not put up with a touch of work they pledged to give or being wrongly viewed

as owing a favor for something you didn't do. Whatever it is, take in that the state has simply ensued. Rather than dwell on what you can't change, based on the noteworthy advances you can take to propel yourself in the situation

7. Ignore.

If you have recently had a go at everything above and the individual is so far not being responsive, the best way might be to just disregard. Everything thought of you as, have recently done all that you can inside your strategies. Bounce on your ordinary assignments and interface with the individual exactly where required. Clearly, this isn't conceivable in circumstances where the individual expects a fundamental employment in your work.

8. Escalate to a higher authority for resolution.

Exactly when all else misses the mark, raise to your chief. This is seen as the ensured champ and shouldn't be used aside from in the event that you've completely drained your techniques.

3. Erin ~~Breckwick-Brockovich~~ obviously delineate the presence of "Character"

a. Description of Erin's character.

Erin shows a noteworthy capacity of tirelessness. Her character and effort brings out superb life responses and past the call of her commitment. Her astounding effort happened to unprecedented results.

b. Expand her character characteristics to the elements of the Big 5 model

The Big Five Personality measurements incorporates, transparency or acumen pleasantness, scruples, extraversion, enthusiastic dependability.

1. Neuroticism is a measurement which reflects typical character, for example, demonstrating by and large propensity to experience negative sentiments, for example, blame, misery, dread, shame, disturb and outrage. A high neuroticism score demonstrates an individual's inclination to push, failure to control driving forces and being packed with unreasonable thoughts. Unexpectedly, the opposite, those with low neuroticism are normally loose, are never vexed when confronting unpleasant circumstances, collected and constantly quiet.

2. Extraversion incorporates qualities, for example, chattiness, amiability, action and assertiveness. Researchers concur that extraversion predicts execution is occupations portrayed by social association
3. Openness to experience reflects mindfulness to sentiments, interest, dynamic creative mind and affectability. The build is generally identified with effective counselling, preparing and adjusting to change.
4. Agreeableness, an individual who is pleasant is thoughtful to other people and constantly excited in making a difference. He/she additionally accepts that others will be similarly useful. This variable is accepted to prompt the achievement of the organization where customers and cooperation are pertinent.
5. Conscientiousness alludes to the capacity to control-self including the dynamic procedure of arranging, sorting out and actualizing. The scrupulous individual is solid wiled, deliberate and decided. The develop is uncovered in direction achievement, trustworthiness and efficiency.

Her character trademark quality is: committed, and ~~result-result~~-driven, dedicated, incredible individual compassion and uncommon limit with respect to tirelessness. Useful, valiant and profitable.

Her character shortcomings are, she effectively gets demonstrated by individuals will ~~in-general, in general~~, undermine her. She is forceful, inconsiderate towards her associates.

Indeed, her conduct changed during the motion picture and she began to change her impression of individuals and life

3. It is interesting to note that Erin is a very highly motivated person throughout the movie. What changes are the sources of the motivation, the unfulfilled needs, and the hierarchical levels?

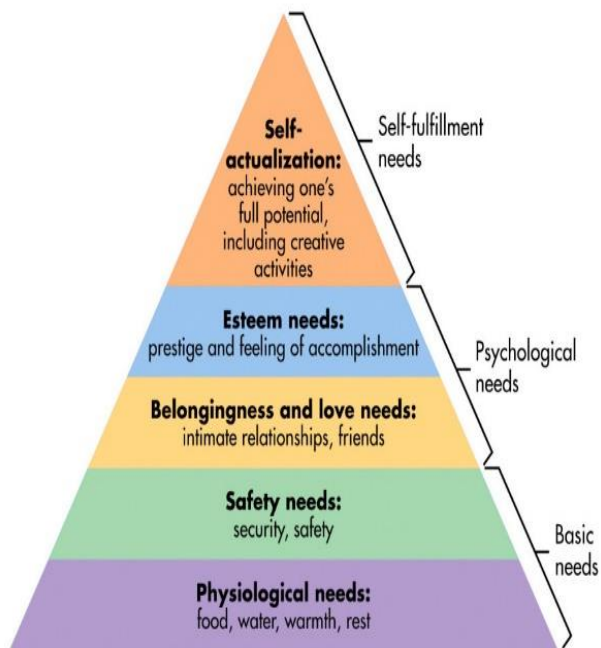
~~The~~ Maslow's Hierarchy of Needs

As per (Taormina and Gao 2013) "A Theory of Human

Inspiration". The truth of the hypothesis is that people's most essential needs should be met before they become persuaded to perform. As per the order of requirements,

you should be in great condition of wellbeing, security and verified and certain before one can perform to their best capacity.

Maslow's Hierarchy of Needs



- a. Discuss her levels and sources of motivation

Erin's wellspring of inspiration can be delineated utilizing Abraham Maslow's chain of command of necessities. This is communicated as a solid sentiment of need an individual's life that outcomes in outrageous strain. The five kind of

necessities that inspired Erin incorporates the accompanying, physiological needs, security needs, alliance needs, regard needs and self-actualisation.

1. Physiological

These necessities must be met all together for an individual to endure, for example, nourishment, water and safe house. Erin, mother of three little youngsters expected to help her family. Erin acknowledges she required help with request to deal with her family during a strenuous period. She connected with Ed to help her worked hard to provide for her family.

2. Safety

Checking individual and budgetary security and fortune and flourishing. Erin gets a \$5000 reward and car. Out of the blue, she has an extraordinary activity, respect for her master breaking points, and interruption from cash related stresses and issue.

3. Affiliation needs

Erin had a sentiment of having a spot since inquiring about the Henske's case. She for the most part depended upon men for continuance yet her work at Ed Masry's genuine firm roused her to have the impact in other people's lives. Appropriately, she was amazingly beneficial, worked after some time and was never absent from work

4. High self-esteem

The want to ensure that she is respected by others. Erin had the intensity to speak up and face the affectedness of her master accomplices and mentioned that they respect her.

5. Self-Actualisation

Erin wanted self-awareness, self-satisfaction and understood her maximum capacity. This is outlined when George mentioned her to leave her place of employment, she disclosed to George that she can't leave her place of employment since she knows about the distinction she could bring to the

existence's kin in Hinkley. She further expressed that, she is getting regard something she can't surrender. Erin likewise demonstrated that one reasons she can't leave her place of employment was on the grounds that she has bowed to men for her entire life, presently she doesn't surrender to any man's requests.

b. Do these changes during the movie?

From the outset she expected work to have the option to keep up her family, which was her essential needs to endure which fulfills the principle level of need in the pecking order.

In the wake of losing her employment, she was enlisted once more. At that point she figured out how to consult for a compensation increment with advantages satisfying the second step of wellbeing quality and security.

In spite of the way that her movement mentioned an extensive proportion of her time in any case she made sense of how to be in association with George, and got the chance to contribute some vitality with her children. She put aside the chance to fabricate a decent relationship with the majority of her clients.

Question 5:

According to (Guillaume, Dawson et al. 2013), Job progress alludes to beginning a new position or position, leaving business, moving into a new position, getting an advancement or being downgraded. These are a progression that one encounters, which fuse challenges and situation that makes it workable for a person to advance Erin was roused by the difficulties that accompanied her work. Erin was procured as a lawful firm representative. Ed gave her a real estate record to deal with it. Upon Anna's refusal to help Erin with recording, she took the archives home attempting to deal with them. For her to carry out her responsibility appropriately she needed to peruse each file. The case was difficult for her as she further discovered that more families were affected. She was inspired to see equity accomplished for Hinkley's families and felt liable for guaranteeing that. This would mean an extraordinary accomplishment for her benefit as she would get acknowledgment from the

Hinkley's people group, partners, family and supervisor. Erin was additionally spurred by her associates negative recognitions about her. That drove her to work much harder, this was to confirmation to them that an individual can't be characterized by the manner in which she carries on and dresses. It was significant for her to tie down her business to have the option to give essential needs to herself and children. Her director on the other hand was one of the cleanliness factors that roused her. He was continually questioning his organizations worth to bring down a gigantic enterprise like PG &E, this spurred Erin significantly more to verification her chief wrong.

That is the point at which she built up an enthusiasm working on it and Donald Supers Developmental Theory is primarily focused on career development and has five stages which are:

- Growth-at these stage youngsters are as yet pondering the work that interests to them.
- Exploration-this stage includes investigating the workplace and building up your character likewise choosing the kind of occupation.
- Establishment-at this stage individual find what they searching for in their vocations.
- Maintenance-subsequent to setting up positions in picked fields, individuals take a shot at holding their positions or avoiding any risk. At this stage people need to hold what they have worked for.
- Decline/Disengagement-at this stage individual begin to withdraw in work and focus on close to home interests.

Preparation: New worker, you are enlisted on the organization's strategy and traditions. The stage incorporates having inspiration to start new challenged. She was self-spurred to grasp new difficulties like she referenced toward the beginning of the film that she learns fast and prepared for a challenges.

Goal-Setting Theory (Latham, Seijts et al. 2016), this hypothesis underscore that exhibition of representatives ought to be appointed objectives which are troublesome, explicit and workers ought to acknowledge and focus on accomplishing. The objective setting hypothesis sees the oversaw as discerning being who should control their conduct to accomplish the set

objectives. The two manners by which the objectives influence inspiration incorporates the accompanying: diverting or coordinating exertion and expanding the measure of exertion individuals apply.

Ed her administrator inquired as to whether she was eager to do a reaserch looking into it if yes how was she going to acquire data. Erin considered the to be as a chance to substantiate herself. She concurred on the case and disclosed to her supervisor that she'll utilize "boobs" to get information. Erin directed everything, her energies and time to the case. To a point where she couldn't adjust her social activity and work life. This was to achieve a define objectives of winning evidence against PG and E.

Experience: alludes to the initial not many days when things turns out to be clear, this stage includes comprehending things and Appointment. Erin as a decisive worker began to work and concentrating on her activity obligations.

Change: advancing on your work in the new job, individuals can draw on the ability of the activity and condition. This stage contains Support Systems and getting developed. Erin didn't get excessively agreeable or loose, she stirred her way up in the firm... With due time, Ed saw that she is a solid and can be relied upon to win the case.

Adjustment: Fourth stage were work turns into a daily practice or redundancy with the individual having more learning about the activity.

Erin is best depicted by the Donald Super's phase of Formation. She just began a new position and is stirring her way up in the organisation. Ed Masry is best depicted by the Donald Super's support arrange, on the grounds that he has just made an imprint in his vocation and is taking a gander at resigning and securing his benefits. In the film part when examining the incident, he disclosed to Erin that he didn't know whether he can proceed a situation that may involve for his entire life work and reserve funds.

Question 6

- 3 years' work understanding as a lawful firm secretary

- understanding of excel and word and capacity to guarantee classification of cases
- Working information of prosecution, the board programming frameworks will be an additional favourable position
- Fluent in English
- Excellent time-the executive's aptitudes
- Equivalent qualification or ~~work-work~~-related experience will be an additional bit of leeway
- Knowledge of constitution, legitimate phrasing, guidelines and court framework

KSAOs (knowledge, Skill, ability and other characteristics:

Tender loving care: when reading authoritative records for investigation it's significant for representatives to guarantee there are no blunders.

Authoritative Skills: Facilitate an amicable workplace, approaching associates with deference, Clerks should know and work inside organization arrangement.

PC Skills: Office manager and directors work with PCs to plan reports, spreadsheets, input data and various undertakings. Having investigating aptitudes will be an additional preferred position.

Client care: Client care is required as the individual should connect with individuals in and outside the association. Giving amazing client support will help develop associations business and notoriety.

Performing various tasks: Candidate may need to chip away at many undertaking on the double to fulfil time constraints

Question 7

- Talk about when you needed to work closely with somebody whose character was totally dissimilar from yours.
- Give me a case of a period you confronted with a conflict while working as a group. How could you handle that?

- Describe when you battled to build a working relationship with somebody significant. How did you in the long run defeat that?
- We all commit errors we wish we could reclaim. Educate me regarding a period you wish you'd took care of a circumstance contrastingly with a co-worker.

The reason the above question is because the position of administration requires a person who has communication skill, and know how to handle conflict, the person will work as a filing administration meaning he will be managing the records and recording is a core of any institution.

Question 8 Targets based on the performance indicators

The Masry and Vitoe Law Firm spoke to by Ed Masry in his ability as a Manager (thus alluded to as the Employer) and Erin Brockovich as the Legal Firm Filing Clerk (in this alluded to as the Employee)

The assurance of entering into this agreement is to convey to the Employee the legitimate and formal authoritative approval for business, set up targets to be accomplished identified with the hierarchical objectives.

Legitimacy OF THE AGREEMENT

The understanding will be substantial beginning from 01 October 2019 – 30 September 2022 and is sustainable on execution premise.

Occupation Details

Component : Administration
Unit : Registry
Occupation Title : Legal Filing Clerk

Employment PURPOSE

Guarantee that every one of the documents are sorted out and put away in a sheltered spot. Records ought to be made accessible to the law office supervisor when need emerge.

Execution will be surveyed by the data contained in the Key Performance Areas (KPAs) and Key Performance Indicators (KPIs) as set out in the tables beneath:

Task/responsibilities	Key outcomes	Actual Performance
Speaking with customer and settling queries	Update customers on solicitations and related issues inside the SLA time.	Has shown incredible capacities yet at the same time need to improve
Reading legal records for the case	PC reading legal records for Research	Detail has indicated incredible specialized and psychological capacities
Keep up classified electronic and manual documents	Focuses on detail and help with the projects	Contributes and is Reliable, dependable
Soothe of the assistant and guarantee conveyance of records and reports	successful utilization of office photocopying machine and fax administrations	Collaboration

Question 9 performance agreement

Performance Assessment Template

Responsibility and job specifications	Description	Self-assessment Employee and comment:	Manager and comment:	Overall rating score: scale of 1-5 1-low and 5 high
Give effective organization to other office administrations	Liaising with other office and taking care of			

	strategies and methods			
Liabe for all recording in the office	All case archive are documented in sequential order request and in right particular for recording			
Answerable for catching DATA requirements	Capture minutes in gatherings, accumulate and help with approaches and calendars			
Dealing with telephonic questions of benefit of the division	Dealing inquiries from customers, referrals			
Client support relational skills	Dealing with clients professionally assisting client with any related questions			

Question 10: Evaluate five dimensions of the Job Characteristics Model of Hackman and Oldham (1980) was present in Erin`s Job. Motivate Why

According to (Hackman and Oldman 1976, Lunenburg 2011) Occupation attributes hypothesis speaks to the connecting between work qualities and representative's reaction to work.

- Skill assortment. This accentuation the degree to which the activity fuses diverse work exercises or requires various gifts. Erin had the option to assume various jobs to get data with respect to the defilement of Hinkley's water. She had various abilities and utilized them to get implicating data against PG and E
- Task character. This becomes obvious when a recognized assignment requires to be accomplished. Erin had the option to guarantee that equity wins for the people in question. She didn't abandon the case rather she endured until the end.
- Task importance: Extends work yield that affects others inside and remotely. Erin was essential to the law office her energies were diverted emphatically into her work and this changed her to be large and in charge and have the option to accommodate her family.
- Autonomy: Deciding uninhibitedly on the best way to achieve objectives, building up an awareness of other's expectations. Erin was keen on the case that she took seven days to explore the case, she didn't report her whereabouts which prompted her being terminated. She had faith in working outside the workplace so she can do genuine work. so keen on this case she leaves town for seven days to do research
- Feedback. This includes giving direct input to the representative on work execution. Ed Masry guaranteed that he gives Erin criticism on her presentation. This was reflected generally when he would expand her compensation and give her advantages.

11: Analyse and discuss Erin's locus of control and how it developed throughout the movie.**Locus of control**

The idea locus of control was presented in the 1950's by Julian Rotter. It portrays the degree people see the supremacy they have on the conditions of their lives. People with interior locus of controller are of an outlook that they can apparatus ~~what's-what is~~ going this world and results

This is the inspiration driving why she was responsible for occupied with the individuals of Hinkley as for the case ever since she ought to pick up dependence and empathy to them. She was very much aware of all parts of the incident and she was in control of it. She was not scared by the appearance of the new firm and stood for what she believes. Erin ensured an inward locus of device revealed by her accept that by not abasement to men she would be effective that is the reason she wouldn't leave when George asked her to. She had a solid feeling of responsibility to self which she accepted would return helpful outcomes. This is reflected by her determination and influence when her executive needed to quit, including relinquishing personal life and functioning for extended hours.

Question 12:

(Russ, Militello et al. 2011) communicates work-life unsteadiness as phase singular worker goes through associating with clan, functioning and including taking care of other individual issues. The creator diagrams that association must guarantee that projects and approaches that deal to equalization set up to diminish representatives work weight and people tension which emanate in light of irregular characteristics of profession and clan.

Erin couldn't adjust drudgery and life. Situations which maintain this incorporate the accompanying: When she began working, her ten months' little girl had fever, she couldn't take her to the hospital rather she advised a neighbour who was keeping an eye on must give her a cool cloth, she took work home. There is scenario whereby she took her kids with her to work in light of the fact that there was nobody to babysit her. She likewise worked late and discover her children dozing. They would regularly get annoyed with her since she didn't eat with them. Erin likewise missed on Berth's (ten months) old formative stages. George advised her than Berth began talking and the primary word she articulated was "ball". Another situation is when there was a network outing,

she guaranteed her youngsters that they will getting to know each other and that she was finished with work for that day. A family from Hinkley moved toward her and she couldn't send them away, rather she sends George and her children away.

Question 13: Work commitment level alludes to advancing of better workplaces for the representatives. Commitment is characterized as "a helpful business allied condition of satisfaction that is described by life, devotion and retention" (Dixon-Woods, Bosk et al. 2011)

Schaufeli et al. 2002 suggest that activity commitment among representatives is portrayed by five center components

the need to get this task now

- Focus: on what is significant now, not what may be generally fascinating
- Intensity: a feeling of noteworthiness and profound degree of contribution in the work
- Adaptability: being positive, not attached to sets of responsibilities
- Personal initiative: thinking and working genius effectively and executing new and improve methods for getting things done.
- Urgency: the need to get this task soon

14. seven common characteristics of organisational and culture to compare and evaluate the culture of the two law firms

Hierarchical culture is characterized (Dixon-Woods, Bosk et al. 2011) as "a lot of shared, underestimated certain suspicions that individuals from an organisation hold and that decides how the see, consider and respond to their different environments.

The two firms were both altogether different in how business was directed, Ed Masry firm was little in its plan and structure and method for working together was more easygoing relationship among the representatives. The huge law office was progressively proficient by the way they led business. Ed's law office new a progressively about the case however the enormous law office needed to take over from them without including the representatives who had worked indefatigably on the investigation and the case. Erin as the representative of

Masry firm knew every one of the insights concerning the exploited people including their contact details.

Kurt's Law firm was stressed over the result of the case thinking about whether they will have the option to profit from the case. Besides the way that on the off chance that it takes long it may cost them a great deal of cash. In any case, Ed's law office was associated with the individuals being referred to and had their inclinations on the most fundamental level. Ed's law office was not simply stressed over making a profit by the case they additionally needed to see justice prevail for the Hinkley people group.

Assignment execution isn't particularly esteemed, it accentuated warmth, positive sentiments and great social emotions. Ed's firm individuals were for the most part worried about cooperating in harmony. Work was not their first need. Kurt firm was centered around work not great work relations

Kurt's firm needed to get results at all expense and didn't trouble whether this could be to the detriment of the people in question. They didn't feel much for the people in question, they simply needed to win the case. Ed's Law firm, on the other hand, had a culture of searching for value and trying to achieve what is best for their tragic setbacks. Ed's was not inventive regarding accounts, thusly they would get bewildered when the case mentioned progressively capital assistance. In any case, they didn't open their inadequacy to the PG&E lawyers.

15: recommendation and strategies to ensure that Erin become a better leader

- Active listening aptitude: having the option to exercise to other people and connect successfully in understanding their perspectives and encounters of which Erin was bad on tuning in
- Communication expertise: Erin was awful when it came to talking with others. She empowered herself to be obliged by her emotions, and this

would incite her passing on everything that should be passed on through obscene change

- Social perceptiveness: She was not magnificent at this moreover as she empowered herself to be exorbitantly joined to the individuals being referred to and promising things that she didn't know whether she would have the choice to
- Self-monitoring: at first Erin was not a touchy individual and couldn't have cared less if her activities would hurt others. In any case, she demonstrated compassion to the individuals of Hinkley. being sensitive to the effects of our behaviour on others
- Selflessness: Erin was an extraordinary provider to the firm however from the outset she was not a cooperative person.
- Warmth and participation: Was ready to relate well with the exploited people in view of her character.
- Self-checking: from the outset Erin was not a sensitive individual and couldn't have minded less if her exercises would hurt others. Regardless, she showed empathy to the people of Hinkley. being delicate with the impacts of our conduct on others
- Persistence and opposition: Erin doesn't manage input extraordinarily well. She neglects to manage her feelings when she is locked in. Regardless, she was incredibly unfaltering towards the puzzled Hinkley social request individuals with they had differentiates about how the case is managed. In any case, she couldn't manage her own failure.
- Altruism: endeavouring to help partners without in a general sense foreseeing communication
- Warmth and joint effort: smiles gratefulness intelligence, backing and easy-going talk, oil the wheels of collaboration
- Patience and opposition: enduring examination and overseeing frustration (Petersson et al.,)

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Rubric to assess the portfolio of evidence

Name:
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 understands the importance of emotional intelligence and can apply their theoretical knowledge	0	1	2	3x	4	5
2. The learner is competent in dealing with difficult people in the workplace (Mavericks)	0	1	2	3	4x	5
3 The learner understands how the concept of personality affects behaviour in the workplace	0	1	2x	3	4	5
4. The learner understands how motivation affects behaviour and how it may change over time	0	1	2	3x	4	5

Competencies	Not yet competent	Very poor competency	Below average competency	Average competency	Above-average competency	Excellent competency
5. The learner demonstrated a clear understanding and can apply career development theories	0	1	2	3x	4	5
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	2x	3	4	5
8. The learner has demonstrated he or she can compile a performance agreement	0	1	2	3x	4	5
9. The learner knows how to develop a performance assessment template	0	1	2x	3	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	3	4x	5
11. The learner has a good understanding of how core self-evaluation impact emotions	0	1	2x	3	4	5
12. The learner understands the meaning of work, how to deal with work/family conflict as well as maintaining a work/life balance	0	1x	2	3	4	5

Competencies	Not yet competent	Very poor competency	Below average competency	Average competency	Above-average competency	Excellent competency
13. The learner have demonstrated a good understanding and insight into the concept of work engagement	0	1	2	3x	4	5
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	2x	3	4	5
15. The learner understands 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 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 into the various questions was demonstrated	0	1	2	3x	4	5

Competencies	Not yet competent	Very poor competency	Below average competency	Average competency	Above-average competency	Excellent competency
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
Comments:						
Mark obtained		Total Mark				
	56	100				
Deduction for plagiarism if any						
Final Mark out of 100						
Moderator mark		100				
Moderator name:						
Moderator signature:						
Date of moderating:						

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).

Examiner: Professor PA Botha

Betha