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Module Two Assignment Guidelines and Rubric



BUS 210 Module Two Assignment Guidelines and Rubric

Overview

Using management skills and practices that suit your team and its objectives can help to ensure the team's efficiency and productivity. Management skills and practices can help support the team.

Scenario

Imagine that you are an organizational consultant for the SNHU Pet Supply Company. The director of retail operations has asked you to improve team productivity. You are to make recommendations for their improvement. Further conversations with the team members and manager: are being measured and handled.

The team members say that their managers micromanage them. Each week, the managers send out a task list for the team and expect them to reference the task list. Any deviations from the list must be explained in a separate email. Moreover, some team members feel that they would be better suited to do tasks that are not being assigned to them. This process has led to some resentment within the team and high turnover. The managers maintain that they have just been following the process set out in the company for years. The many unresolved issues have led to a decrease in efficiency, which then feeds back into the conflict, creating a vicious circle.

Directions

Write a brief report to the director of retail operations that explains the management skills and practices you feel will improve team productivity. Support your recommendations.

Specifically, you must address the following **rubric criteria**:

1. **Overview:** Provide a brief overview of the problem you have been asked to resolve, making sure to note specific areas of conflict and team feedback based on the provided scenario.
2. **Management Approaches:** Describe the general functions of management as well as the purpose and benefits of using established management course resources to support your explanation.
3. **Recommendations:** Recommend a new management approach, consisting of a blend of management skills and practices, that will improve team efficiency. Explain why you believe these approaches will be effective, making sure to use course resources to support your recommendations.

What to Submit

Your submission should be a 1- to 2-page Microsoft Word document with 12-point Times New Roman font, double spacing, and one style.

AI Usage

If you use gen AI tools to support your work on this assignment, be sure to follow [these AI usage guidelines](#). You must acknowledge to cite AI tools can be found in [this Shapiro Library guide](#).

Module Two Assignment Rubric

Criteria	Exceeds Expectations (100%)	Meets Expectations (85%)	Partially Meets Expectation (55%)
Overview	Exceeds expectations in an exceptionally clear, insightful, sophisticated, or creative manner	Provides a brief overview of the problem, making sure to note specific areas of conflict between management approaches and employee feedback based on the provided scenario	Shows progress toward meeting expectations, but with errors or omissions; areas for improvement may include providing a clearer overview including specific areas of conflict based on the scenario
Management Approaches	Exceeds expectations in an exceptionally clear, insightful, sophisticated, or creative manner	Describes the general functions of management as well as the purpose and benefits of using established management skills and practices, making sure to use course resources to support the explanation	Shows progress toward meeting expectations, but with errors or omissions; areas for improvement may include describing in sufficient detail the general functions of management as well as the purpose and benefits of using established management skill and practices, or better using course resources to support the explanation
Recommendations	Exceeds expectations in an exceptionally clear, insightful, sophisticated, or creative manner	Recommends approaches (blends of management skills and practices) that will help improve the team's productivity and efficiency and explains why these approaches will be effective, making sure to use course resources to support the recommendations	Shows progress toward meeting expectations, but with errors or omissions; areas for improvement may include recommending more than one new management approach and explaining with sufficient detail and clarity how these approaches will be effective
Clear Communication	Exceeds expectations with an intentional use of language that promotes a thorough understanding	Consistently and effectively communicates in an organized way to a specific audience	Shows progress toward meeting expectations, but communication is inconsistent or ineffective in a way that

			negatively impacts understanding
Citations and Attributions	Uses citations for ideas requiring attribution, with few or no minor errors	Uses citations for ideas requiring attribution, with consistent minor errors	Uses citations for ideas requiring attribution, with major errors



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