**MGT387 202075A Additional Assignment**

**Due date: 23rd December 2020**

**Length:** 2,500 Words

**Submit by email to:** [**edunlop@csu.edu.au**](mailto:edunlop@csu.edu.au)(include your name and student number, and also ‘MGT387 Additional Assignment’ in the subject of the email)

**Task**

Read 'Women Global Leaders and Diversity' on pages 212-215 in your textbook (Steers, R.M & Osland, J.S. (2019). Management Across Cultures: challenges, strategies and skills. 4th edn. Cambridge University Press), and then answer the following questions.

1. What are the reasons for an increase in the number of successful woman managers in India?  
2. In general, do you believe that gender (being a male or female manager) or national culture represents a more significant influence on leadership style and effectiveness around the world? Explain.  
3. If you were responsible for increasing the number of women at the top of companies, what steps would you recommend?

You should start by reading pp 212-215 of the textbook and then undertake further research into women in global/international management.

All assignments must be correctly referenced using APA7th referencing style, and include a minimum of 10 in-text citations and a reference list.

##### PRESENTATION

Your assessment report should be in a report style format and should include the following content:

1. Cover page (including assignment title, your name, student number, subject code)  
2. Table of contents  
3. Introduction to the report (approx 150-200 words)  
4. Women in management positions in India (approx. 300-500 words)  
5. Influence of gender and national culture on leadership style and global effectiveness (900-1,100 words)  
6. Recommendations to increase women in top management positions (500-600 words)  
7. Conclusion (approx 200-300 words)  
8. Reference list (in APA7th format)

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| **Criteria** | **High Distinction (HD), Distinction**  **(DI), Credit (CR) and Pass (PS)** | **Fail (FL)** |
| **Sources of information are credible, acknowledged, traceable and the student's own work.** | At least ten (10) in-text citations and a reference list to verifiable, credible, and traceable English sources in the body of the report. | The report does not include at least ten (10) in-text citations and a reference list of traceable, credible English sources in the body of the report. **This assessment will not be read and will receive 0 marks.** |

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| **Criteria** | **Mark** | **High Distinction 85-100%** | **Distinction 75-84%** | **Credit 65-74%** | **Pass 50-64%** | **Fail 0-49%** |
| **Introduction and conclusion** **5 marks** |  | Introduction demonstrates an excellent grasp of the questions and provides a clear outline of scope of the report. Well-defined concluding section which summarizes the important points made in the body of the report and provides a summary analysis of the material. | Introduction shows a good grasp of the questions and an attempt to define the scope of the report. Competent attempt to summarize the main points raised in the report, but limited analytical focus in the conclusion. | Introduction is generic and is limited to an attempt to define the scope of the report. The conclusion summarized the main points, but no analysis or comment on their implications. | Introduction demonstrates an incomplete grasp of the questions. Rather brief and non-specific concluding section. | Introduction to the report is missing; instead launches straight in with no attempt to introduce and define the topic. Question may have been misunderstood. The essay ends abruptly and without an appropriate concluding section |
| **Discussion of reasons for an increase in women in management in India** **10 marks** |  | Discussion is presented in a clear and logical manner. Demonstrates superior understanding of key reasons and issues as discussed in the textbook, and shows extensive research and critical consideration of the context in India. | Comprehensive explanation of reasons for high number of women in management in India. Some personal synthesis of the reasons and issues being examined is evident. Some demonstration of an understanding of the Indian context. | A good discussion of the reasons for high number of women in management in India. Discussion was supported by sufficient research and examples from the textbook. | A reasonably balanced but limited summary of reasons for high number of women in management in India. Discussion was superficial or vague, being more of a summary from the textbook. | Discussion is not clear and shows weak understanding of reasons for high number of women in management in India. No examples from the textbook section included, and no further research. |
| **Discussion of the influence of gender and national culture on leadership style and global effectiveness** **20 marks** |  | Discussion is presented in a clear and logical manner. Demonstrates superior understanding of influences of gender and national culture on leadership styles and global effectiveness. Shows extensive research and critical consideration of the key concepts, which are supported by a range of relevant and explained examples. | Approach to question is well informed, showing evidence of good understanding of influences of gender and national culture on leadership styles and global effectiveness. Great use of relevant evidence, thoughtfully selected, from a variety of sources. | Demonstrates adequate understanding of the influences of gender and national culture on leadership styles and global effectiveness.  Discussion shows competent use of written sources with some attempt at analysis. | Limited grasp of basic issues around the topic, with emphasis on ‘paraphrasing’ of sources rather than ‘discussion’. Examples and evidence were not well explained or at times irrelevant. | Over-reliant on source materials, showing limited understanding of key concepts; no attempt at critical discussion. Report contains high proportion of irrelevant material |
| **Recommendations to increase women in top management positions** **10 marks** |  | Discussion of recommendations shows extensive research and critical consideration of the key issues. Recommendations are well supported and justified. | Discussion of recommendations shows high level research and consideration of the key issues. Recommendations are supported and justified. | Discussion of recommendations shows limited research and consideration of the key issues. Recommendations are lacking support or justification | Discussion of recommendations shows basic research and consideration of the key issues. Recommendations are lacking support or justification, and are at times irrelevant. | Discussion of recommendations shows a lack of research extensive research and critical consideration of the key issues. Recommendations are not supported or justified. |
| **Academic writing (including grammar, spelling & punctuation) and referencing.**  **5 marks** |  | Written material is presented with no spelling, grammatical, or punctuation errors AND referencing demonstrates academic integrity.  All sources are traceable and acknowledged with in-text citations and a reference list entry which is formatted consistently in APA 6th ed. style. **The URL is provided for online sources.** | Written material is presented with minor spelling, grammatical, or punctuation errors AND referencing demonstrates academic integrity.  All sources are traceable and acknowledged with in-text citations and a reference list entry which is formatted consistently, although there are a few minor errors in APA 6th ed. style. **The URL is provided for online sources.** | Written material is presented with some spelling, grammatical, or punctuation errors however they do not affect meaning AND referencing demonstrates academic integrity.  All sources are traceable and acknowledged with in-text citations and a reference list entry which is formatted consistently, although there are frequent minor errors in APA 6th ed. style. **The URL is provided for online sources.** | Written material is presented with frequent spelling, grammatical, or punctuation errors that have some effect on meaning AND referencing demonstrates academic integrity.  All sources are traceable and acknowledged with in-text citations and a reference list entry which is formatted in APA 6th ed. style but contain frequent errors. **The URL is provided for online sources.** | Written material is presented with frequent spelling, grammatical, and punctuation errors that affect meaning AND referencing demonstrates lapses in academic integrity.  Sources are not always acknowledged with in-text citations and/or a reference list entry; and/or formatting is not at all consistent with APA 6th ed. style; and/or formatting errors impact the traceability of the source. |
| **Total 50 marks** |  | Comments: | | | | |