BOH4M - Managing an Organization

Assignment: Managing Millennials in the Ideal Workplace

Managing Millennials in the Ideal Workplace Assignment

It is projected that by 2025, 75% of the workplace will be made up of millennials.

YOUR TASK: After going through Resource: Workplace Arrangements, your task is to research a company from Canada's Top 100 that would be an ideal place to work for millennials and prepare a report OR slide show to present your information. Base your decision on what you've learned so far about millennials and their ideal workplace.

A good place to start your research is by visiting the website of "**Canada's Top 100 Employers**."
This is an annual ranking of the best employers in Canada. (click above to go to the link!)

Take your time to select an organization that resonates with you. By pressing each company's name, you will discover the reasons why this company made the top 100 list. You will make your selection based on what you learned about millennials and what they look for in a company.

ASSIGNMENT TEMPLATE:

You can choose to create a report or a slideshow to communicate your understanding.

- *A report can be 2 pages, sized 11-12 font, with clear headers of each Task OR*
- *A slideshow can be 8 slides minimum, and must be well designed, with pictures and appropriate headers on each slide.*

SAMPLES HERE: ***Sample - Pepsico (Slides)*** / ***Sample - Kelloggs (Report).pdf*** / ***Sample - Sick Kids Hospital (Slides).pdf*** / ***Sample - Shopify (Report).pdf***

The structure of your completed piece must follow the structure of the tasks below:

TASK 1: Introduce the organization

- Introduce the organization that you selected from Canada's Top 100 Employers.
- Discuss why you have chosen this organization to be an ideal workplace for millennials.
- Refer to Resource: Organization Function - Organizational Structure & Resource: Workplace Arrangements by explaining how their structure is an example of a successful modern-day workplace. *(Refer to trends in organizational design)*

TASK 2: Discuss why this company is successful

- Discuss why this company is successful by referring to planning and strategy.
- Offer insight and evidence through online research (articles, news releases, and so on)
- Refer to course content from Resource: Planning Process & Its Benefits / Resource: Types of Planning / Resource: Planning as Business Strategy to support your discussion

TASK 3: Imagine you are a manager

- Imagine you are a manager working for this organization.
- How would you enable the control function so that you can relate to your millennial staff?
- Refer to Resource: Controlling Process - Measuring Results and Meeting Goals

TASK 4: Describe the kind of psychological contract

- Describe the kind of psychological contract you will have with employees and how you will ensure job satisfaction.
- Refer to Resource: Workplace Arrangements

TASK 5: Offer one recommendation

- Offer one recommendation on how to make this successful organization even more successful, so that they can qualify for Canada's Top 100 Employers again next year.
- Be sure to select a recommendation based on what you have learned in this **Unit: Managing an Organization**. Some things to consider are the physical workspace, social events and programs, and employee assistance programs.
- Explain why your recommendation is sound.

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Managing Millennials in the Ideal Workplace Assignment Marking Grid

Categories	50 – 59% (Level 1)	60 – 69% (Level 2)	70 –79% (Level 3)	80 – 100% (Level 4)	
Knowledge and Understanding – Student demonstrates understanding of trends in organizational structure, psychological contract, and control function					
Task 1: Students' description of the trends is supported by evidence as to its effectiveness.	demonstrates limited knowledge of content	demonstrates some knowledge of content	demonstrates considerable knowledge of content	demonstrates thorough knowledge of content	/4
Task 3: Students demonstrate correct use of control terms and how they relate to millennials.	demonstrates limited knowledge of content	demonstrates some knowledge of content	demonstrates considerable knowledge of content	demonstrates thorough knowledge of content	/4
Task 4: Students address the physical workspace, social events, and employee assistance programs. Also, for job satisfaction, students need to address all four factors.	demonstrates limited understanding of content	demonstrates some understanding of content	demonstrates considerable understanding of content	demonstrates thorough understanding of content	/4
Thinking / Inquiry – Student applies critical thinking in their discussion of the chosen organization					
Task 1: Students' organization is one of Canada's Top 100 and the report clearly outlines why the organization would be a good fit for millennials (discusses organizational trends and structure).	uses research and critical thinking skills with limited effectiveness	uses research and critical thinking skills with some effectiveness	uses research and critical thinking skills with considerable effectiveness	uses research and critical thinking skills with a high degree of effectiveness	/4
Communication – Student uses detail and terminology in the development of their recommended strategy & skill in communicating clearly and effectively.					
Task 5: Students provide a detailed explanation of why the recommended strategy would be successful.	expresses and organizes ideas and information with limited effectiveness	expresses and organizes ideas and information with some effectiveness	expresses and organizes ideas and information with considerable effectiveness	expresses and organizes ideas and information with a high degree of effectiveness	/4
Students communicate their thoughts and opinions with clarity, through use of conventions (e.g., style, format, level of language, forms of address), vocabulary, and terminology visual and written forms	uses conventions, vocabulary, and terminology with limited effectiveness	uses conventions, vocabulary, and terminology with some effectiveness	uses conventions, vocabulary, and terminology with considerable effectiveness	uses conventions, vocabulary, and terminology with a high degree of effectiveness	/4
Application – Student applies knowledge of planning and strategic examples and recommendations					
Task 2: Students provide specific details about examples of planning and strategies.	applies knowledge and skills in familiar contexts with limited effectiveness	applies knowledge and skills in familiar contexts with some effectiveness	applies knowledge and skills in familiar contexts with considerable effectiveness	applies knowledge and skills in familiar contexts with a high degree of effectiveness	/4
Task 5: Students provides a sound recommendation on how to make the selected organization more successful, backed with knowledge and skills from the unit to provide context and explanation	transfers knowledge and skills to new contexts with limited effectiveness	transfers knowledge and skills to new contexts with some effectiveness	transfers knowledge and skills to new contexts with considerable effectiveness	transfers knowledge and skills to new contexts with a high degree of effectiveness	/4