



Essay

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Instructions

Essay Topics/Individual Research Paper: Select one of the following topics

1. Ratio and Financial Statement Analysis - Your essay should critically analyze the benefits and limitations of ratio analysis, explaining what factors impact the meaningfulness of such measures and what new practices or theories may be emerging regarding the application of ratio and financial statement analysis. Emphasize practical applications and real-world use of ratios synthesizing your readings in published research or survey articles.

2. Challenges faced by Financial Managers in a Changing Economic Environment

Your essay should critically assess the challenges faced by financial managers due to changes in the macroeconomic environment and how these impact businesses operations. Emphasize how there are consequences related to changes in strategies and priorities and in the way the departments adjust.

3. Financial Management Practices and Their Impact on Organizational Performance:

Your essay should critically assess the relationship between organizational performance and financial management practices. These include capital structure decision, investment appraisal techniques, dividend policy, working capital management and financial performance assessment.

Due Date

Mar 9, 2021 11:59 PM

▼ Hide Rubrics

Rubric Name: Written Assignment - 15%

Criteria	Excellent	Good	Developing	Needs Improvement	Failing
Explanation of how structure and culture design interfaces to make a more	3 points	2.25 points	1.5 points	0.75 points	0 points
	Explanation of interface was logically concluded by using ideas that were supported	Explanation of interface was logically concluded by using ideas that were supported	Explanation of interface was mostly logically concluded by using ideas that were supported	Discussion attempt was poor because of lack of support from class material, and research. Examples	Explanation v made or mi depth to t explanation l the impressio

Criteria	Excellent	Good	Developing	Needs Improvement	Failing
efficient/effective organization	from a thorough use of class material; reflects an insightful and complex understanding of how together they make efficient and effective organizations (2.7- 3.0)	from a thorough use of class and research material; reflects a good understanding of how together they make efficient and effective organizations but either structure or culture was underdeveloped. (2.4-2.69)	from an adequate use of class and research material; reflected a general understanding of how together they make efficient and effective organizations but was underdeveloped overall. (2.1- 2.39)	were not always present and criteria were weakly or incorrectly addressed. (1.8 -2.099)	incorrect unsupported understanding concepts (0-1.799)
2 companies that are good to work for and why, selection reasoning	0.5 points Selections were clearly and definitively made and reasoning was thorough. (.45-.50)	0.375 points Selections were clearly made and reasoning was slightly underdeveloped (.40-.449)	0.25 points Selections were clearly made but reasoning contained opinion and was underdeveloped overall. (.35-.399)	0.125 points Discussion about both exists but discussion of why was vague and not illustrated well (.30-.349)	0 points No choice of missing selection reasoning (0.299)
2 companies selected that are not good to work for because of culture and structure design deficiencies, selection reasoning explained	0.5 points Selections were clearly and definitively made and reasoning was thorough. (.45-.50)	0.375 points Selections were clearly made and reasoning was slightly underdeveloped (.40-.449)	0.25 points Selections were clearly made but reasoning contained opinion and was underdeveloped overall. (.35-.399)	0.125 points Discussion about both exists but discussion of why was vague and not illustrated well (.30-.349)	0 points No choice of (0-.299)
Explanation and examples of why culture and structure work well in good workplaces with support for conclusions	2 points Explanation and examples of why culture and structure work well in good workplaces were logically concluded by using ideas that were supported from a thorough use of class material; reflects an insightful and complex understanding of how together they make efficient and effective organizations	1.5 points Explanation and examples of why culture and structure work well in good workplaces were concluded by using ideas that were supported from a thorough use of class and research material; reasoning shows a good understanding of how together they make efficient and effective organizations but either structure or culture was underdeveloped	1 point Explanation and examples of why culture and structure work well in good workplaces were supported from an adequate use of class and research material; discussion reflected a general understanding of how structure and culture work together but was underdeveloped overall. (1.4-1.599)	0.5 points Discussion attempt was poor because of lack of support from class material, and research. Examples were not always present and criteria were weakly or incorrectly addressed. (1.2-1.39)	0 points Explanation was made or minor depth to the explanation led the impression incorrect or unsupported understanding the concepts. (0- 1.19)

Criteria	Excellent (1.8-2.0)	Good (1.6-1.799)	Developing	Needs Improvement	Failing
Explanation and examples of why culture and structure do not work well in bad workplaces with support for conclusions	2 points Explanation and examples of why culture and structure do not work well in bad workplaces were logically concluded by using ideas that were supported from a thorough use of class material; reflects an insightful and complex understanding of how together they make inefficient and ineffective organizations (1.8-2.0)	1.5 points Explanation and examples of why culture and structure do not work well in bad workplaces were concluded by using ideas that were supported from a thorough use of class and research material; reasoning shows a good understanding of how together they make efficient and effective organizations but either structure or culture was underdeveloped. (1.6-1.799)	1 point Explanation and examples of why culture and structure do not work well in bad workplaces were supported from an adequate use of class and research material; discussion reflected a general understanding of how structure and culture work together but was underdeveloped overall. (1.4-1.599)	0.5 points Discussion attempt was poor because of lack of support from class material, and research. Examples were not always present and criteria were weakly or incorrectly addressed. (1.2-1.39)	0 points Explanation was made or missed depth to explanation because the impression was incorrect unsupported understanding the concept (0- 1.199)
Specific Recommendations for improvement for the bad companies with support	2 points All recommendations for improvement are concluded using logical reasoning (justification) that were thoroughly supported by course and research material and showed insightful and complex understanding as to how the improvement recommendations will lead to success (1.8-2.0)	1.5 points Recommendations for improvement are concluded using logical reasoning (justification) that were supported by course and research material but 1 to 2 minor areas in the discussion were underdeveloped because of missing connections between either structure or culture (1.6-1.799)	1 point Most recommendations for improvement are concluded using logical reasoning (justification) that were supported by course and research material and showed a sufficient understanding as to how the improvement recommendations will lead to successful handling of the leadership test and meet the challenge but 1 major recommendation was underdeveloped because of missing connections between the leadership skillset and the leadership challenge. (1.4-1.599)	0.5 points Attempt was made to make recommendations but most were missing; those presented were either unclear or implied; conclusions derived from logical reasoning supported by the facts, class material and research was minimal or not present. (1.2-1.39)	0 points Explanation was made or missed depth to explanation because the impression was incorrect unsupported understanding the concept (0- 1.199)

Criteria	Excellent	Good	Developing	Needs Improvement	Failing
	grammatical errors. No contractions or jargon used. 0 to 2 errors noted. (.45-.50)				
APA Style (7th ed.)	0.5 points One to 2 APA style or usage errors; Proper citation of source material is used throughout paper; Reference titles follow APA with only the first word, the first word after a colon and proper nouns capitalized. (.45-.50)	0.375 points Attempts in-text citations and reference list but 3 - 4 APA style errors noted or fails to use APA citations when appropriate 1-2 times. (.40-.449)	0.25 points Attempts in-text citations and reference lists; APA style errors are noted throughout document with 5-6 errors noted; Fails to use APA citations when appropriate 3 - 4 times in document. (.35-.399)	0.125 points Attempts in-text citations and reference lists; Fails to use APA citation when appropriate 5-6 times; Fails to use APA citations when appropriate 5-6 times in document or presents a total of 1-2 in-text citations and reference list in a paper when requires APA citations are needed throughout the document. (.30-.349)	0 points No attempt at APA style; or attempts either in-text citations or reference list but omits the other. (0-.299)

Total	/ 15
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Overall Score

Excellent 13.5 points minimum	Good 12 points minimum	Developing 10.5 points minimum	Needs Improvement 9 points minimum	Failing 0 points minimum
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