

# FIRST YEAR CORE COURSE LEADERS' COMMUNITY OF PRACTICE TOOLKIT

## FIRST YEAR COURSE LEADERS TOOLKIT ITEM

*Getting started and  
setting expectations*

### THE USQ CoPs PROJECT

Faculty of Arts CoP  
and  
Faculty of Business CoP

<http://www.usq.edu.au/cops>



### Getting started and setting expectations: creative learning activities

**Teacher:** Bernadette Lynch

**Course:** MGT1000 - Organisational behaviour

#### Rationale

This quiz about the essay assignment was used as a springboard into a lecture on motivation. Each team took turns in answering a question from the attached quiz. The questions in the quiz related to the essay assignments students were completing that semester.

#### Teaching activity

I invited three students from each side of the lecture theatre to form a team at the front of the room and represent their side of the room. They had a team name and we had a few practice runs of the two sides of the room cheering for their respective team.

To link the game back to motivation I 'broke' the stated rules about how points would be awarded and clearly privileged one team over the other. For example, I gave the team I was picking on an old lolly wrapper rather than a point when they got one answer correct – this illustrated expectancy theory – the rewards you give people need to be something THEY want. I gave the team I privileged extra points when they got an answer correct. This illustrated aspects of equity theory.

I was very careful to have a full but quick de-brief with the two teams after the game allowing the disadvantaged team to vent / say what it actually felt like to be clearly disadvantaged. The idea of the de-brief was two-fold 1) to change the role of the disadvantaged team into the powerful teaching team – so they left the experience feeling valued not abused, and 2) to unpack the consequence of reward mismatches and inequities (amongst other issues) on motivation.

All team members were given a choice of a scratchy – up to \$1 million dollars in prize money available to students who volunteer to participate in class activities – or a nice sweet like a kit kat bar.

#### Sample text

Powerpoint slideshow [over page].

Slide 1

**Case Study Quiz**

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Slide 2

**1. Which of the following is an appropriate thesis statement / theme for the first assignment?**

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Slide 3

A) It will be argued in this paper that Ian's current diminished levels of job satisfaction and performance may be explained by his job's current lack of motivators (Herzberg) or core job dimensions (JCM). Further it is suggested that through a redesign of Ian's job both his job satisfaction and performance could be improved.

B) Ian's current low levels of job satisfaction and performance may only in part be explained by the poor hygiene factors and motivators that characterise his job and the absence of critical job dimensions in his job (JCM). I will show in this essay that even if Ian's job is redesigned and his pay is increased there are other factors that may mean his performance and job satisfaction remains low.

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Slide 4

A) It will be argued in this paper that Ian's current diminished levels of job satisfaction and performance may be explained by his job's current lack of motivators (Herzberg) or core job dimensions (JCM). Further it is suggested that through a redesign of Ian's job both his job satisfaction and performance could be improved.

B) Ian's current low levels of job satisfaction and performance may only in part be explained by the poor hygiene factors and motivators that characterise his job and the absence of critical job dimensions in his job (JCM). I will show in this essay that even if Ian's job is redesigned and his pay is increased there are other factors that may mean his performance and job satisfaction remains low.

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Slide 5

**2. Are the previous examples the only appropriate or the preferred thesis statements / themes for the first assignment?**

A) Yes

B) No

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Slide 6

**2. Are the previous examples the only appropriate or the preferred thesis statements / themes for the first assignment?**

A) Yes

B) No

*JUST KIDDING!*

*It was a joke folks!*

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Slide 7

**2. Are the previous examples the only appropriate or the preferred thesis statements / themes for the first assignment?**

A) Yes *There is no preferred theme or thesis statement for this essay. A*

B) No *thesis statement is as personal as a signature. It summarises what you think about the topic.*

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Slide 8

**3. When should the thesis statement / theme first be presented in the essay?**

A) Towards the end in the conclusion

B) As soon as possible in the introduction

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Slide 9

**3. When should the thesis statement / theme first be presented in the essay?**

A) Towards the end in the conclusion

B) *As soon as possible in the introduction*

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Slide 10

**4. Which of the following is the topic sentence for this paragraph?**

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Slide 11

There is evidence to suggest that the introduction of TQM had stripped Ian's job of its mentally challenging components and that this had in turn resulted in Ian experiencing job dissatisfaction. Mentally challenging work can contribute to the experience of job satisfaction (Robbins et al. 1998). Therefore an absence of mentally challenging work can contribute to job dissatisfaction. Ian said he enjoyed the added responsibility and the changes to his work routine that his job had included prior to the introduction of TQM. This experience of his job is therefore likely to have lead to an experience of job satisfaction. With the introduction of TQM Ian's...

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Slide 12

*There is evidence to suggest that the introduction of TQM had stripped Ian's job of its mentally challenging components and that this had in turn resulted in Ian experiencing job dissatisfaction.* Mentally challenging work can contribute to the experience of job satisfaction (Robbins et al. 1998). Therefore an absence of mentally challenging work can contribute to job dissatisfaction. Ian said he enjoyed the added responsibility and the changes to his work routine that his job had included prior to the introduction of TQM. This experience of his job is therefore likely to have lead to an experience of job satisfaction. With the introduction of TQM Ian's...

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Slide 13

**5. What is the purpose of a topic sentence?**

A) It states the overall theme for the essay  
B) It states the topic for that paragraph  
C) It states the essay topic

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Slide 14

**5. What is the purpose of a topic sentence?**

A) It states the overall theme for the essay  
*B) It states the topic for that paragraph*  
C) It states the essay topic

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Slide 15

**6. How many of the paragraphs in an essay should have a topic sentence?**

A) None  
B) Some  
C) All

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Slide 16

**6. How many of the paragraphs in an essay should have a topic sentence?**

A) None  
B) Some  
C) All

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Slide 17

**7. Which of the following is the linking sentence for these paragraphs?**

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Slide 18

There are at least five factors that contribute to job satisfaction within a traditional job satisfaction paradigm (Robbins et al. 1998), all of which are evident in this case study. Each of these will now be discussed in turn and related to the case study.

The first is mentally challenging work. There is evidence to suggest that prior to the introduction of TQM that Ian found his work mentally challenging. He said he enjoyed the added responsibility and the change to his work routine that his job had grown to include. This experience of his job is likely to have lead to an experience of job satisfaction.

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Slide 19

There are at least five factors that contribute to job satisfaction within a traditional job satisfaction paradigm (Robbins et al. 1998), all of which are evident in this case study. *Each of these will now be discussed in turn and related to the case study.*

The first is mentally challenging work. There is evidence to suggest that prior to the introduction of TQM that Ian found his work mentally challenging. He said he enjoyed the added responsibility and the change to his work routine that his job had grown to include. This experience of his job is likely to have lead to an experience of job satisfaction.

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Slide 20

**8. Where should the reference go in this sentence and why at this location?**

A) There are at least five factors that contribute to job satisfaction (Robbins et al. 1998) all of which are evident in this case study.

Or

B) There are at least five factors that contribute to job satisfaction all of which are evident in this case study (Robbins et al. 1998).

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Slide 21

**8. Where should the reference go in this sentence and why at this location?**

*A) There are at least five factors that contribute to job satisfaction (Robbins et al. 1998) all of which are evident in this case study.*

Or

B) There are at least five factors that contribute to job satisfaction all of which are evident in this case study (Robbins et al. 1998).

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Slide 22

**9. Which of the following is a descriptive statement?**

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Slide 23

A) There is evidence to suggest that prior to the introduction of TQM that Ian found his work mentally challenging. He said he enjoyed the added responsibility and the change to his work routine that his job had grown to include. This early experience of his job is likely to have led to an experience of job satisfaction.

B) It could be argued that a fundamental flaw with a traditional model of job satisfaction is that it assumes job satisfaction and job dissatisfaction are polar opposites. Herzberg's theory does not make that assumption...

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Slide 24

*A) There is evidence to suggest that prior to the introduction of TQM that Ian found his work mentally challenging. He said he enjoyed the added responsibility and the change to his work routine that his job had grown to include. This early experience of his job is likely to have led to an experience of job satisfaction.*

B) It could be argued that a fundamental flaw with a traditional model of job satisfaction is that it assumes job satisfaction and job dissatisfaction are polar opposites. Herzberg's theory does not make that assumption...

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Slide 25

**10. Which of the following is a statement of critique?**

A) One of the strengths of organisational commitment is that it is a more reliable predictor of intention to leave than job satisfaction.

B) Organisational commitment is a reliable predictor of intention to leave.

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Slide 26

**10. Which of the following is a statement of critique?**

*A) One of the strengths of organisational commitment is that it is a more reliable predictor of intention to leave than job satisfaction.*

B) Organisational commitment is a reliable predictor of intention to leave.

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Slide 27

**11. Which of the following is the strongest statement of critique?**

A) One of the strengths of organisational commitment is that it is a more reliable predictor of intention to leave than job satisfaction.

B) Organisational commitment is a more reliable predictor of intention to leave than job satisfaction.

C) Job satisfaction is a less reliable predictor of intention to leave than organisational commitment

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Slide 28

**11. Which of the following is the strongest statement of critique?**

A) *One of the strengths of organisational commitment is that it is a more reliable predictor of intention to leave than job satisfaction.*

B) Organisational commitment is a more reliable predictor of intention to leave than job satisfaction.

C) Job satisfaction is a less reliable predictor of intention to leave than organisational commitment

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Slide 29

**12. Which of the following is an unsubstantiated opinion/sweeping generalisation?**

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Slide 30

A) Ian should be fired as the organisation would be much better off without him. His job satisfaction is obviously beyond restoration and his productivity is so low that he is basically a liability.

B) It could be argued that Ian and the company would be best served by Ian leaving the company's employment. It is possible that Ian's belief that he is being treated inequitably by the company will persist and continue to erode his productivity and job satisfaction. Specifically according to equity theory...

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Slide 31

A) *Ian should be fired as the organisation would be much better off without him. His job satisfaction is obviously beyond restoration and his productivity is so low that he is basically a liability.*

B) It could be argued that Ian and the company would be best served by Ian leaving the company's employment. It is possible that Ian's belief that he is being treated inequitably by the company will persist and continue to erode his productivity and job satisfaction. Specifically according to equity theory...

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Slide 32

**13. Who wrote this and what did they mean?**

¶ I am fully conscious that not being a literary man, certain presumptuous persons will think that they may reasonably blame me (and regard me as less able than them)...Though I may not like them, be able to quote other authors, I shall rely on that which is greater and more worthy- on experience, the mistress of their masters.

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Slide 33

**13. Leonardo Da Vinci wrote these words. He was one of the greatest thinkers and inventors in the Western cultural tradition. He was bagging the academic practice of citing expert sources as a way to build up an argument. He was saying that experience was a much better teacher and source.**

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