



ACCG 399: Accounting in Context

Exploring the Notion of Success and Effective Reward Systems

Tutorial 9 - Week 10

This written Comprehensive Professional Portfolio is comprised of individual and group tasks which are to be completed within tutorials and will require further work and writing up outside of the classroom. These set of tutorial activities extending till the end of the session, are intended to take you through a learning journey of exploration and development. They have been specifically designed to incorporate not only a real-life perspective to your university learning but also to further enhance graduate capabilities such as your ability to engage in critical, analytical and integrative thinking, problem solving and research capability, socially and environmentally active and responsible citizens and the ability to exercise professional and personal judgement and initiative, into your final year experience. It is with this in mind that we hope you will be equipped with the skills necessary for higher level study and effective professional performance.

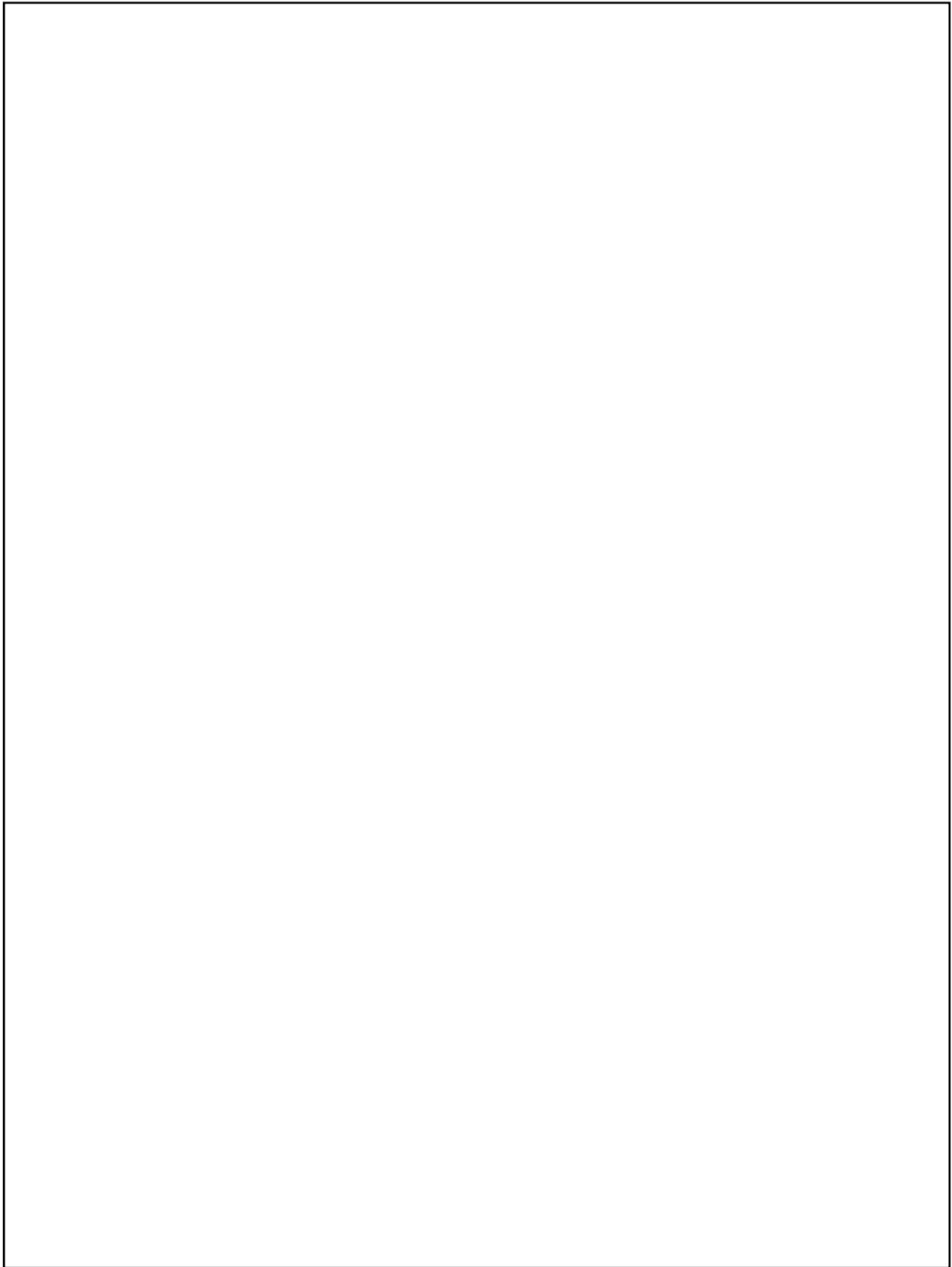
Thought Activity

We would like you to take some time between your 'Organisational behaviour and effective reward systems' class and your tutorial the following week to complete the activity outlined below.

Reflect on your current (previous) employment. This may constitute a part-time job, full-time employment, casual employment, seasonal work (completed in the session breaks etc), internships and/or previous employment. If this does not apply to you (i.e. you have never worked before) then you may like to think about your future employment situation. Read these prompts carefully and use the space provided to outline your thoughts.

- Describe the context of your employment.
- How is the organisation/ workplace structured – does it tend to be centralised or decentralised? How do you feel about this structure?
- How would you describe the group norms/beliefs associated with your organisation/workplace? Were these easy to identify?
- Do you feel motivated in your organisation/workplace? How is this achieved?
- Do you feel accountable in your workplace? Can you describe this and why you feel this way?
- Is there anything about your workplace you are not comfortable with? Is there a way of changing this?
- How is your performance rewarded? Could this be done differently or using multiple means in order to reflect your performance better?

Write a reflective entry on your investigative analysis here and then document your thoughts and ideas below (if you need more space please expand further):



You will need to bring your written thought activity along with you to your tutorial and you will also need to bring some **play dough** (see image beside – or a similar sort of material) in order to complete your tutorial activity. You should be able to find this from stores like Kmart, Big W etc.

Tutorial Engagement Activity

During your tutorial in week 10 you are required to engage in individual and peer discussion. You should form small groups of between 3 and 4 (these can be your group team members for the discussion forum) or you may like to discuss with other peers.

Activity One (25 mins)

For the first 10 mins of the tutorial you are required to complete an individual activity with the Play Dough (or similar material) that you have bought with you to the tutorial. Your tutor will provide you with more specific instruction during tutorials.

For the next 15 mins discuss what you have created with your peers. You will need to take it in turns and allow each of your peers to discuss their creation. You are encouraged to participate and contribute to the discussion, providing your ideas, thoughts and any questions that may come to mind.

Activity Two (20 mins)

In your groups for 20 mins discuss the following (you will need to take notes of your discussion to feedback to other tutorial members by means of a group constructed and presented PowerPoint presentation and also to document in your portfolio):

1. As a group you are required to advise organisational leaders on how best they may be able to measure employee 'success' as previously determined by each of you in activity one.
2. You will need to outline a strategy for how you would advise the organisation on ways to adequately measure each of your identified elements of success, in an integrated and coherent manner.
3. You should be clear as to the:
 - a. different aspects of success,
 - b. drafting performance indicators as a way forward in regards to measurement
 - c. and the likely means of effective rewards systems for each.

Activity Three (5 mins)

You will need to use the last 5 mins of the tutorial to plan your post-thought activity with your peer group as detailed in the next session.

Post-Thought Activity

In the next couple of days after your tutorial you will need to work with your peers (this is a group exercise, involving all individuals – therefore if individual members do not contribute no mark is given to them) and to provide a PowerPoint presentation in which you present your work to the class in week 11. The guidelines for doing this are as follows, your presentation:

- Should present your drafted strategy for measuring success – as outlined in activity one and two.
- Is to involve all group members in some way.
- Can be no longer than 5 minutes in duration.
- Prepared and delivered in PowerPoint (you will need to bring this on a USB stick in which you can present within your tutorial class).
- There is no required format – in order to enhance your own groups creative approach.

What are you required to Submit?

You are required to submit to your tutor **during your next tutorial - the following week (week 11)** a collated neatly presented folio of work containing:

1. A completed written description to the thought activity using the box provided.
2. Original written note summary outlining your experiences and discussion that occurred in your tutorial class within your group in activity one and two, outlining how you reacted/thought during this discussion.
3. A printed copy of your presentation slides as presented in week 11's tutorial.

Your tutor will collect this from you and keep a record of each of your submissions. These are sent through to the Unit Convenor along with a tutorial participation grading each week for record keeping throughout the session. Please remember a failure to submit this piece of work on time will result in a forfeiture of 2% of your overall Comprehensive Professional Portfolio mark. It is a requirement of this unit that you achieve a passing grade in your Comprehensive Professional Portfolio to receive a passing grade or higher in this unit overall.