

Assignment Details and Rubric



Case 5-37 Standards and Behavior (Located on Page 280 of your text)

Course Outcome assessed in this Assignment is: **GB519-3:** Evaluate leadership approaches to the process of decision-making.

Complete the essay question in one Word document and submit to the Dropbox. Be sure to review the Essay Grading Rubric for specific assessment criteria.

Miller Manufacturing makes several different products for the mountain biking enthusiast. In an extremely competitive market, Miller has assumed a strong position by stressing cost control. Several years ago, the company implemented a standard cost system based on practical standards that were considered fair and reasonable by both managers and line workers.

Last month, Miller hired Kate Daniel as its new controller. After a brief review of operations, Kate has decided to make some changes. She reviewed materials and labor standards, and believes they need to be revised. She has indicated to other managers that workers need to be better motivated and that tighter labor standards will provide that motivation.

Yesterday, Kate presented each departmental manager with a new annual budget based on the new standards. There was little discussion; however, one cost accountant mentioned that the new standards appeared to be quite a bit tighter than the old ones.

Required:

- Describe any negative behaviors that managers and line workers may exhibit as a result of the tightening of the standards.
- Can Kate take any actions to mitigate the negative behaviors you have identified?
- How can tight standards have a positive effect on employees' behavior?
- Who should have participated in the setting of the new standards? How would their participation have improved the process?

Remember, this assignment will be processed using the Turnitin software to determine the level of original content in the assignment. Please review the Syllabus and the Kaplan University Academic Policy regarding plagiarism. Excessive similarity to existing works will result in varying consequences, depending on the nature of the similarity.

The Unit 3 Assignment must be prepared using a single Word document. The document must be prepared using APA, 6e formatting requirements, including a Title Page. All analysis must be properly supported using independent sources. An appropriate number of citations must be included in the body of the analysis. A reference page must be included.

The Assignment must contain no fewer than 2 full pages of properly formatted analysis, and no more than 4 pages. Do not use over-sized type, large margins or any other format devices to increase the page

length artificially. Also, be sure to include appropriate headings and subheadings in the analysis for proper organization and transition of thought.

The KU Writing Center is available to help you with all aspects of writing. They can provide specific assistance with the spelling, grammar, formatting, punctuation, style and other writing aspects of the Assignment. However, they cannot help with the specific content of the analysis. Please bring those questions to the Virtual Office.

After you have completed the Unit 3 Essay Assignment, upload your Word document to the Unit 3 Assignment 2 Dropbox before 11:59 p.m. (ET), on Tuesday of Unit 3. Name your assignment filename using this format:

LastName_FirstName_Unit#_AssignmentName. For example, this assignment will be named:

Smith_Joan_Unit04_CaseStudy1.

Assignments submitted late will be subject to the Late Policy described in your Syllabus.

Note: Remember that the KU Writing Center is a great resource for all aspects of Writing Guidance. They also have a "Paper Review" service to help you with spelling, grammar, punctuation, APA formatting, style and all writing issues. They cannot, however, help with the specific content requirements of the assignment.

Unit 3 Assignment - Essay				
Category/Description	Part	Points Possible	Points Earned	Instructor Comments
Case 5-37 Found on page 280 of the textbook	A	9		
	B	9		
	C	9		
	D	8		
Content Subtotal		35.00	0	Note to Instructors: This is the grade to be used for CLA purposes.
Analysis (5 points) Format (4 points) Grammar (4 points) Spelling (4 points)		*		*Up to 17 points may be deducted if format or presentation is incorrect. See point values at left.

Final score		35.00	0	
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