



Assessment 1 Information

Subject Code:	MBA505
Subject Name:	Business Psychology, Coaching and Mentoring
Assessment Title:	Reflective Essay
Assessment Type:	Recorded Video Presentation (Part A) + Written Reflection (Part B)
Presentation Length:	5 minutes (+/- 10%) (Part A)
Word Count:	1,500 words (+/- 10%) (Part B)
Weighting:	10% (Part A) + 30% (Part B) = 40%
Total Marks:	10 (Part A) + 30 (Part B) = 40
Submission:	Online via MyKBS
Due Date:	Week 3 (Part A) + Week 6 (Part B)

Your Task

Apply business psychology theories to your own personal experience in the workplace.

Assessment Description

Effective coaching and mentoring of others begins first with the application of business psychology theories to ourselves and our own personal experiences.

The Learning Outcomes you will demonstrate in performing this assessment include:

LO1:	Evaluate how psychological theories and frameworks can help inform understanding of human behaviour, emotions and cognitions in workplace settings
LO2:	Analyse how job performance, satisfaction and culture can be positively impacted by applying business psychology to individuals, teams and organisations in an ethical manner

Assessment Instructions

1. Record a video presentation introducing yourself, identifying your key strengths and weaknesses, outlining your priorities, and explaining one important twelve-month goal.
2. Submit your recorded video presentation by uploading to MyKBS by the due date.
3. Write a reflective essay defining the concept of job satisfaction, explaining three relevant motivation theories from this subject, identifying an appropriate job from your work history, and drawing meaningful insights from the application of motivation theory to your lived experience.
4. Include a minimum of eight references in your reflective essay with at least five references sourced from academic journals.
5. Submit your reflective essay in a single Word document to Turnitin by the due date.

Please refer to the Assessment Marking Guide to assist you in completing all the assessment criteria.



Important Study Information

Academic Integrity Policy

KBS values **academic integrity**. All students must understand the meaning and consequences of cheating, plagiarism and other academic offences under the Academic Integrity and Conduct Policy.

What is academic integrity and misconduct?

What are the penalties for academic misconduct?

What are the late penalties?

How can I appeal my grade?

Click here for answers to these questions:

[http://www.kbs.edu.au/current-students/student-policies/.](http://www.kbs.edu.au/current-students/student-policies/)

Word Limits for Written Assessments

Submissions that exceed the word limit by more than 10% will cease to be marked from the point at which that limit is exceeded.

Study Assistance

Students may seek study assistance from their local Academic Learning Advisor or refer to the resources on the MyKBS Academic Success Centre page. Click [here](#) for this information.



Assessment Marking Guide – Part A

Criteria	F (Fail) 0%-49%	P (Pass) 50%-64%	CR (Credit) 65%- 74%	D (Distinction) 75% - 84%	HD (High Distinction) 85%-100%	Mark
Part A Discussion of: <ul style="list-style-type: none"> Strengths and weaknesses Personal priorities Personal goal 	Minimal or no discussion of personal strengths and weaknesses, personal priorities, and personal goal.	Reasonable discussion of personal strengths and weaknesses, personal priorities, and personal goal with some detail provided.	Good discussion of personal strengths and weaknesses, personal priorities, and personal goal with good detail provided.	Very good discussion of personal strengths and weaknesses, personal priorities, and personal goal with good detail and thoughtful expression provided.	Excellent discussion of personal strengths and weaknesses, personal priorities, and personal goal with excellent detail and thoughtful expression provided.	/5
Part A Quality of Presentation	Ideas are poorly expressed. Unsure and unconvincing. Style is not appropriate and/or not engaging for a presentation.	Ideas are reasonably clearly expressed. Presentation could show more energy. Style is reasonably appropriate and reasonably engaging for a presentation.	Ideas are clearly expressed with good energy and confidence. Style is appropriate and engaging for a presentation.	Very clear expression of ideas with very good energy and confidence. Style is very appropriate and very engaging for a presentation.	Excellent expression of ideas with a high level of energy and confidence. Style is highly appropriate and highly engaging for a presentation.	/5
Comments:						/10



Assessment Marking Guide – Part B

Criteria	F (Fail) 0%-49%	P (Pass) 50%-64%	CR (Credit) 65%- 74%	D (Distinction) 75% - 84%	HD (High Distinction) 85%-100%	Mark
Part B Description and application of three theories of motivation	Motivation is discussed using one or two key theories to frame an answer that is incoherent and does not link to the explanation of job satisfaction.	Motivation is discussed using two or three key theories to frame an answer in a relatively coherent way that partially links to the explanation of job satisfaction.	Motivation is discussed using three key theories to frame an answer in a reasonably clear way that links reasonably well to the explanation of job satisfaction.	Motivation is discussed using three key theories to frame an answer in a coherent way that links clearly to the explanation of job satisfaction.	Motivation is discussed using three key theories to frame an answer in an extremely coherent way that links seamlessly to the explanation of job satisfaction.	/10
Part B Analysis of selected job in relation to theories of motivation	Analysis using theory is not significantly discussed nor done so using any personal reflections or powerful insights. A very limited degree of self-awareness is present in the discussion.	Analysis using theory is discussed but done so using limited personal reflections and powerful insights. A limited degree of self-awareness is present in the discussion.	Analysis using theory is well discussed and done so using some personal reflections and some convincing insights. A good degree of self-awareness is present in the discussion.	Analysis using theory is very well discussed and done so using personal reflections and thoroughly described insights. A high degree of self-awareness is present in the discussion.	Analysis using theory is comprehensively discussed and done so using personal reflections and powerful insights. An extremely high degree of self-awareness is present in the discussion.	/10
Part B Correct academic writing style used, such as spelling, grammar, and punctuation. Referencing meets Harvard and KBS guidelines.	Poorly written. Does not effectively communicate intended message. Not following Harvard referencing or KBS formatting guidelines.	Limited sentence variety. Tone or language is conversational. Some examples of unclear or awkward phrasing. Some errors and/or inconsistent application of Harvard referencing conventions.	Adequate sentence variety. Tone is appropriate. Language is academic, and writing is clear and effective. Little or no unclear or awkward phrasing. A few errors and/or inconsistent application of Harvard referencing conventions.	Sentence variety is effective and good. Tone is appropriate and consistent. Language is academic. Writing is clear and concise. Minimal errors and/or inconsistent application of Harvard referencing convention.	Sentence variety is sophisticated and effective. Tone is appropriate and consistent. Vocabulary is extensive. Language is academic. Writing is clear, concise, and strong. Harvard referencing conventions are applied without errors.	/10
Comments:						/30