

# ASSESSMENT: FURTHER INFORMATION

- Assessment 2

- In this set of slides you will find further information about the assessment for the course
  - The notes here should be used to stimulate your thoughts, but they are not intended to be an exhaustive or mandatory list of points to be addressed
- Rubric scorecards are available on Moodle, consult them to understand how to interpret the marking criteria and the expectations associated with the tasks
- No draft policy

- You are welcome to use any part of the tasks completed. You would have had the chance to discuss them in the classroom. When you feel like you would like to improve and enrich your weekly task feel free to do so, this will not be any reason for penalizing your work, the opposite.
- In the summative portfolio submission please address the points discussed in the following slides

Start by considering the rubric scorecard available on Moodle

# Portfolio

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## Point 1 – Weekly Tasks

- This section will determine your engagement mark (together with in-class participation), added to the coursework mark
- Feel free to, if you want,
  - Copy and paste (in the appendix?) the history of your learning journal - If correct
  - If wrong, mistakes will not be considered, but analysis to be repeated correctly or enriched

# Portfolio

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## Point 2 – Network Analysis, the results – 400 words

- With reference to the analysis performed during the course and enriching/editing them further, and making use of relevant academic references, reflect on the structure and properties of your personal network. Which are its main characteristics? Why?
- In this section you are expected to provide a quantitative and visual analysis of your data.
- Start with identifying the network in its basic features: what is the relationship, which type of relationship, how many actors, which attributes...
- Use the network metrics introduced during the course (use Netdraw to calculate them) at the
  - Individual level
  - Group level
  - Network level

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## Point 2 – Network Analysis, the interpretation

- Do not just present numbers, provide an interpretation
  - e.g. what is the meaning of being “central” or to be a “broker”? Link with theories when possible
- Compare different actors and networks in case it is possible.
- Use concepts introduced in the course
  - e.g. informal roles, culture and teams, ...
- Use proper visualizations in Netdraw and include them in the submission
  - Make an effective use of legend, coloring, etc
- You know the data, explain the results!
  - e.g. why some actors are more important? Why some groups are identified?

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## Point 3 – Your personal network(500 words)

- Considering your *characteristics* and *networking style* and making reference to relevant *research* in this area, which are the *risks* and *opportunities* you identify for yourself in building your professional network in the future and which *actions* do you plan to take in order to build a more effective professional network?
- The role of networks in the job market has been discussed in the course. Link your network with some theories (e.g. Granovetter) and relevant papers discussed in the lecture. Why some structures are better than others?
- Which advantages and disadvantages do you see in your personal network? Why?
- Use network metrics and attributes to support your view

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## Point 3 – Your networking style

- During the course several advantages and disadvantages of networking, network structures and networking styles have been discussed – use them to interpret your network
  - Please note that the same structure can be good to achieve some results, bad to achieve others...
- Reflect not only on your network, but on your networking style and skills! Provide examples to support your views
- How do you plan to improve your network and its effectiveness? What is your objective? Provide concrete examples of realistic actions you may take
- Use examples and ideas present in relevant papers to justify your choices

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## Point 4 – your network as an R&D department (600 words)

- Now, supposing the network you obtained represents the R&D department of a multinational company, use network analysis concepts and measures to identify (600 words):
  - Potential leaders and other relevant informal roles (see course materials on informal roles in organizations)
  - The presence of subgroups, discussing their potential origins and consequences of such structure for the functioning of the department
  - Other characteristics of the network, in terms of structure and composition, which might affect the functioning of the department and the possibility to achieve the expected outcome.
- Potential organizational intervention to improve functioning of the network.

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## General recommendations

- Be specific and precise when discussing your network(s). Use technical language, correct metrics and technical expressions
- Integrate effectively visual representation and quantitative analysis
- Critically reflect on what you are discussing: e.g. centrality in a communication network has not the same meaning in a “dislike” network
- Your analysis, interpretation and reflections should be rooted in relevant theories and topics discussed in the course, use appropriate referencing, but without repeating theories
- Use real examples, not vague, ideal scenarios
- Compare your personal network with other networks (e.g. LinkedIn)
- Reflect on real examples

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