

OL 500 Milestone Two Guidelines and Rubric

The final project for this course is the creation of a **case study analysis**.

Through the practice of analysis and application of human behavior theories and concepts, you will develop your critical thinking skills and the ability to properly diagnose root causes of organizational issues while recommending solutions that create sustainable positive change within an organization.

You will analyze the case study entitled “Engstrom Auto Mirror Plant: Motivating in Good Times and Bad,” which you purchased from Harvard Business Review as part of your required resources. The case study will present a list of known organizational issues. You will apply knowledge of human behavior theories and concepts to properly identify and analyze the multiple root causes of the organizational issues from a human behavior perspective. Your analysis will include an examination of the resulting impact of relevant theories and concepts.

Prompt: For Milestone Two, you will review the Engstrom Auto Mirror Plan, looking specifically at organizational issues. The following critical elements must be addressed:

II. Root Cause Case Study Analysis

- a) Identify root causes of known **organizational issues** from a human behavior perspective.
- b) Analyze **root causes** from a human behavior perspective and validate the analysis with supportive research evidence.
- c) Explain the resulting **impact** of poorly aligned and administered human behavior theories and concepts.

Guidelines for Submission: Your paper should be submitted as a 3–4-page Microsoft Word document with double spacing, 12-point Times New Roman Font, one-inch margins, and all sources cited in APA format. Use in-text citations beyond Newstrom’s text. Avoid overdependence on direct quotes.

Instructor Feedback: This activity uses an integrated rubric in Blackboard. Students can view instructor feedback in the Grade Center. For more information, review [these instructions](#).

Critical Elements	Proficient (100%)	Needs Improvement (75%)	Not Evident (0%)	Value
Root Cause Analysis: Organizational Issues	Identifies the root causes of known organizational issues from a human behavior perspective	Identifies the root causes of known organizational issues but does not apply a human behavior perspective	Does not identify the root causes of known organizational issues	30
Root Cause Analysis: Root Causes	Analyzes root causes of known organizational issues from a human behavior perspective and validates analysis with supportive research evidence	Analyzes root causes of known organizational issues from a human behavior perspective but does not validate analysis with supportive research evidence or is cursory or contains inaccuracies	Does not analyze root causes of known organizational issues	30

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Root Cause Analysis: Impact	Explains the resulting impact of poorly aligned and administrated human behavior theories and concepts	Explains the resulting impact of poorly aligned and administrated theories, but the explanation is cursory or irrelevant	Does not explain the resulting impact of poorly aligned and administrated human behavior theories and concepts	30
Articulation of Response	Submission has no major errors related to citations, grammar, spelling, syntax, or organization	Submission has major errors related to citations, grammar, spelling, syntax, or organization that negatively impact readability and articulation of main ideas	Submission has critical errors related to citations, grammar, spelling, syntax, or organization that prevent understanding of ideas	10
Earned Total				100%