

Unfair Practice Workshop

What is Unfair Practice?

How to avoid it?

Turnitin Similarity Index

Defining Unfair Practice

- An act whereby a person may seek to obtain an unpermitted advantage.
- This applies whether candidates act alone or in conjunction with another/others.
- Unfair Practice can occur in relation to an examination, a piece of coursework or any form of assessment

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Types of Unfair Practice

- Plagiarism
- Collusion
- Bogus Referencing
- Third Party Assistance

Plagiarism (i)

- BA and Virgin have had a continuous gripe with each other since the '80s, when Branson first came along to threaten what was essentially a BA monopoly on the Atlantic route. Eventually BA was turned over for dirty tricks, but the bad blood still remains as they fight for market share on the trans-Atlantic route.

Plagiarism (ii)

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Plagiarism (iii)

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(Northcott, 2012)

Introduction:

6 Human Resource Management (HR) is a part and parcel of any organisation. It concentrates on the individuals issues in companies, and demotes to all of the activities an organization implements and exercises to affect the behaviours of employees. HR activities take part in a key role in supporting an organization's ongoing efforts to adapt to change fruitfully, and HR professionals are required by all types and sizes of organizations. HR activities consist of recruitment, selection, training and development, compensation, benefits, performance appraisal, employee relations, health and safety, and strategic HR planning. The contributions of HR professionals make it possible for organizations to attract, motivate, and retain a skilled and effective work force. Nowadays HR is advanced, dynamic & strategic.

2 This report will pay attention about transformation² in HR to maximise efficiency and effectiveness. It will also outline meaning of it in general, what it would mean for the organisation, and how it might achieve both cost cutting and increased effectiveness.

6 www.wright.edu

2 Submitted to UW, Lampeter

❑ SOCIAL MARKETING

1

In this concept, companies aim profits while taking customer satisfaction into consideration in short term and human welfare in long term. So, there are three things that must be involved for a company to implement 'Societal Marketing Concept':

- a) *Company* (in terms of profit maximization)
- b) *Consumers* (in terms of wants and satisfaction)
- c) *Society* (in terms of human welfare)

Social marketing is using marketing methods and marketing mix in order to solve social issues. Aim is to affect individual behavior in society showing proper ways in order to enable social welfare. Avon is an example that uses social marketing. They try to make women aware of breast cancer by selling products specific to that issue. These products involve pins, bracelets, books, cloth bags, and mobile phone apparels. The profits made by the sales are donated to a special fund which is lent to hospitals, foundations, etc.

1 ba440.blogspot.com.au

How teams are working:

1

3.0 Overcoming the challenges:

All material is lifted
including the reference
within it...

Organizations are social structures. According to David (2012) an organization is a group of people organized for business, common goal or set of goals. But organizations are influenced by external and internal environment. It is very important to maintain good relations with employees and managers as it becomes more difficult in remote environments.

1 Submitted to London School of Business and Finance

Self-Plagiarism

- YOUR OWN WORK MUST be referenced as well
- The same rules apply here than for any other piece of academic information
- However, using material for which you already received marks does not allow you to gain new ones...

'Bad' Practice

- Extensive use of properly referenced quotations from various sources
- Building work as a patchwork of someone else's writing
- This does not allow for your own thoughts to emerge
- Definitions can be given (as proper citations)

Avoid Plagiarism

- Make sure that you write in your own words
- PARAPHRASING is always the best way to argue your point(s)
- Remember to reference the source(s) of your ideas, thoughts, etc.
- All that we know comes from somewhere...

Harvard Referencing (I)

In-text reference

- (Northcott, 2012)

Standard notation to track sources of information to the 'Reference list' (normally at the back of someone's work)

References list

- Northcott, M., 2009. Virgin Atlantic to launch domestic flight routes. *Management Today*, [online] Available at: <<http://www.managementtoday.co.uk/news/1146392/virgin-atlantic-launch-domestic-flight-routes/>> [Accessed 27 August 2012].

Harvard Referencing (II)

- Standard for the University of Wales, Trinity Saint David
- Plenty of information and examples available online
- Citation generators:
 - App: EasyBib (Write Smart)
 - MS Word: References > Insert Citation
 - Style
 - (edit source to insert page numbers)

Book(s)

In text

Gini (1998) reminds us that the real issue is about whether leaders will use their power wisely and well. But leaders must beware of making unethical practices appear legitimate, which might lead to unacceptable situations (Kouzes and Posner, 1993).

In Reference List

Gini, A. (1998) *Moral leadership and business ethics*. Westport, CT: Greenwood Publishing.

Kouzes, J.M., and Posner, B.Z. (1993) *Credibility: How leaders gain and lose it, why people demand it*. San Francisco: Jossey-Bass.

Website (i)

If you wanted to reference the following site:

<http://webspace.ship.edu/cgboer/piaget.html>

which included an article written by C.G. Boeree

In your report/essay text it would be:

Piaget studied genetic epistemology, which is the study of the development of knowledge (Boeree, 2006).

In your Reference List it would be:

Boeree, C.G. (2006) 'Personality Theories. Jean Piaget 1896-1980'.

<http://webspace.ship.edu/cgboer/piaget.html> [Accessed: 18th November 2008].

Website (ii)

If you wanted to reference the following BBC site:-

<http://news.bbc.co.uk/1/hi/uk/7734576.stm>

In your report/essay text it would be:

Since the Baby P case there has been a need to change child protection policy (BBC, 2008).

In your Reference List it would be:

BBC 'Child Protection Plans Revealed' November 2008.

<http://news.bbc.co.uk/1/hi/uk/7734576.stm> [Accessed: 18th November 2008].

Collusion

- Working with others (same cohort) by sharing assignments
- Using the same words / word sequence – this CANNOT ever happen by chance
- ALL students will be reported – it is hard to prove who did what to whom...

Student A

Case analyzing keys:

There are some important keys which are used to help the financial decision of Monitor PLC.

These keys are analyzing the following:

Profitability

Profitability is a tool to measure the performance of the company and to measure the power of generating profit from the investment in the projects. According to the Collier, Paul M. (2012), the measurement of the profitability of a company measures the performance and profit generating capacity of this company. To see the profitability, the gross profit margin, net profit margin, earning per share, return on assets, and return on equity are calculated.

Student B

Case analyzing keys:

There are some important keys which are used to help the financial decision of Monitor PLC. These keys are analyzing the following:

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Bogus Referencing

- Discrepancy between 'in-text references' and 'references list'
- References in body of work must be the same (number and description) as in list
- Easy to spot so double check assignments before submitting them

Third Party Assistance

- ‘Commissioning’ work to others
 - University students
 - External people
- Asking friends to help write your assignments – discussing ideas and seeking advice is OK
- Students can be asked to explain their work (viva voce procedure)

Avoiding Collusion and TPA

- Make sure that you write your own work (get help early if unsure about tasks)
- Do not share your work with anyone (willingly or unwillingly e.g. misplacing assignments)
- Keep track of your schedule and deadlines (don't leave everything at the last minute)

Independent Thinking

- This helps with avoiding Unfair Practice
- **In order to write competently about a topic one must know about it**
- RUN extensive background research
 - Theoretical frameworks
 - Empirical data

Background research

- Start from Google (or other search engines):
 - Bing (MSN)
 - Yahoo
 - Dogpile
 - ixquick
- Refine searches
 - From Google to Google Scholar

Info: validity and reliability

- Wikipedia and other Wikis are not acceptable for academic work
 - Why?
 - Because the validity and the reliability of the information is not acceptable
 - Because everyone can add, amend, etc. entries
- When information is dubious, leave it!
 - Keep on looking for other sources

Turnitin (TII)

- Your assignments **SHALL** be checked using Turnitin (TII) software
- TII generates a Similarity Index (SI)
 - **THERE IS NO ACCEPTABLE (AND ACCEPTED) LEVEL OF SIMILARITY**
 - **Disregard TII colour coding system (green, yellow, orange, red)**
- When in doubt ask the UP co-ordinator

Similarity (Index)

- Similarity is about pieces of text, sentences, paragraphs, sections and chapters that look like someone else's
- Is this a problem?
- Yes, if there is no proper recognition (referencing) of this work

Most Common Similarity

- Definitions
 - Cite properly
- Other quotations
 - Cite properly
- Harvard referencing (list)
 - If done properly, this is to be expected
- Check these thoroughly

TII SI Report

- Use it to check assignments
- Don't overuse it
 - SIs should never be too high, anyway, if one writes mainly using paraphrasing
- **Before submission TII does NOT report any collusion that might have occurred**
 - (only when all assignments are in can TII cross-check them for collusion)

An SI Report

ORIGINALITY REPORT

46 %

SIMILARITY INDEX

22 %

INTERNET SOURCES

1 %

PUBLICATIONS

45 %

STUDENT PAPERS

PRIMARY SOURCES

1

Submitted to EThames Graduate School
Student Paper

30%

2

www.businessteacher.org.uk
Internet Source

6%

3

ivythesis.typepad.com
Internet Source

5%

4

Submitted to Glyndwr University
Student Paper

4%

4 THREATS:

i. Microsoft company has made a set of example for all existing and new coming software developing houses to follow the same footsteps for such a drastic success.

ii. Linux program is the first competitor of Microsoft in the operating systems industry. Linux programmes are developed by independent programmers. Linux program gave very tough competition to Microsoft due to its user friendly and can be obtain free of charge.

iii. Because the company is works in different fields it started to compete with the products being produced by such companies who have been experts in their parent industry. The company might eventually lost its battles in making its products competitive when put side by side with products made by corporations which has established their name and reputation to the customers.

iv. Microsoft is losing its market share very fast, due to increase in competition and different products offered by their competitors with more functions. the influence on production oriented organisation with the globalise policies like all textile manufacturing units were transferred to Asian markets from Manchester UK due to its adverse effect on the environment.

1

PESTEL Analysis:

1. Political

Microsoft is highly affected and work by the political pressure in USA. Microsoft is becoming one of the giant companies globally. It has created huge monopoly across the globe. In order to maintain equal competition throughout the market US government is now trying to break up Microsoft into several different companies. One of the other reasons in splitting up Microsoft Corporation that it is becoming so much stronger that it could be a threat for even US government in near future.

A 'Viewer' SI Report

ORIGINALITY REPORT

29 %

SIMILARITY INDEX

9 %

INTERNET SOURCES

2 %

PUBLICATIONS

25 %

STUDENT PAPERS

PRIMARY SOURCES

1

Submitted to London School of Commerce
Student Paper

20%

2

www.amsterdamgroup.org
Internet Source

1%

Example of 'patchwork'

Advertising is moving the development to attract people to something more than ever to show employees. It permits the customers to participate in the economic cycle as a lively agent rather being a very dormant member (Burgess cited in Hart, 1990). Advertising provide its customers the freedom to pick and choose, so it is very important that the advertising strategy of each company have to make the exact intelligence and organization must choose the most useful media for their advertisement (Kotler & Armstrong, 2005, p. 47).

Example of copy and paste

ORIGINALITY REPORT

40 %

SIMILARITY INDEX

35 %

INTERNET SOURCES

5 %

PUBLICATIONS

37 %

STUDENT PAPERS

PRIMARY SOURCES

1	Submitted to University of Wales central institutions <i>Student Paper</i>	13%
2	www.studymode.com <i>Internet Source</i>	7%
3	en.wikipedia.org <i>Internet Source</i>	6%
4	Submitted to Coventry University <i>Student Paper</i>	4%
5	Submitted to Essex International College <i>Student Paper</i>	3%

What management style operates at the company?

1

Management style according to Rosen (1989) refers to the characteristic pattern exhibited by a leader on the process of decision-making and exercising authority. There are two types of leadership. These are autocratic and participative leaderships. In an autocratic style of leadership, the group or organization is managed under the authoritarian leader. The participative leader on the other hand, possesses the same power as the autocratic one. However, a participative manager chooses to exercise his power differently during the policy-making and work-role assignment phases of the group action.

The appointment of Terry Leahy as the CEO of Tesco marked a new era for the company. Leahy adapted a participative style of leadership wherein the employees are given voice in the decision-making process. The CEO also gives emphasis on the importance of appointing many leaders to handle organizational process. The organizational structure therefore became more flat where the roles and responsibilities of everyone are clearly stated. Leahy delegates leadership roles to individuals in the organization in order to ensure that the company, with more than 300,000 employees, operates effectively. The leadership style that is manifested by Terry Leahy and is imitated by the leaders in the company has changed the structure of the company. The company has adapted an organic form of organization. An organic system is characterized by low to moderate use of formal rules and regulations, decentralized and shared decision making, broadly defined job responsibilities, and a flexible authority structure with fewer levels in the hierarchy.

Questions & Answers

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