**Organisational Behaviour**

**NMIMS Centre for Distance and Online Education (NCDOE)**

**Internal Assignment Applicable for April 2025 Examination**

**1. Reflecting on your professional experience, describe any two situations where your job satisfaction and organizational commitment were respectively challenged during a work situation. Also discuss how you responded to these challenges and what were the outcomes?**

**Answer:**

**Introduction:**

In any professional journey, there are moments where job satisfaction and organizational commitment are put to the test. These challenges often arise due to misalignments between personal expectations and organizational realities, unclear communication, or ethical dilemmas. Reflecting on my experience, I faced two distinct situations: one that impacted my job satisfaction due to project ambiguities, and another that tested my organizational commitment due to values misalignment. In both cases, I adopted proactive strategies, such as clear communication and seeking transparency, which led to positive outcomes. Below, I discuss these challenges, my responses, and the results that followed.

While I don't have personal professional experiences, I can help you frame responses based on typical workplace challenges. Here’s how you might reflect on this question:

**Situation 1: Job Satisfaction Challenged**

**Situation 2: Organizational Commitment Challenged**

**This is partially solved sample answer**

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**2. Write about an experience where perceptual shortcuts, such as stereotyping, the halo effect or selective perception, influenced your judgment of a colleague or how a colleague judge you. Describe the situation, its impact on workplace dynamics and the lessons learned.**

**Also discuss how awareness of these perceptual shortcuts can improve organizational behavior?**

**Answer:**

**Introduction:**

In a previous job, I had a colleague who was always impeccably dressed, confident in meetings, and had a polished demeanor. Initially, I formed a quick judgment that she was highly competent and had a great deal of experience. This was an example of the halo effect, where I allowed one positive attribute (her professional appearance) to influence my overall perception of her abilities. As a result, I assumed she was always on top of things and capable of handling any project with minimal support.

**Impact on Workplace Dynamics:**

**Improving Organizational Behavior Through Awareness:**

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**3. Alpha Corp. takes care of its employees in a number of ways. There are fixed timing, good catering and transportation facilities to its employees. Senior management continuously interacts with junior people even at an informal level. All events are celebrated together. The culture of openness has brought harmony in the organization. Younger employees adapt the culture of seniors quickly. The organization focuses on the overall development of its employees by providing them will all kinds of training and good compensation is offered.**

**As a result of all these positive aspects of culture, it has been observed that there is a scarcity of competitive drive among employees. Career growth is also not very fast. Being that the organization is highly structured, the facility for feedback and change is minimized. People do not like to task risks. The difference in the quality of research creates resentment among project teams. As stability is a priority even incompetent and unmotivated employees tend to remain in the system. People are still not satisfied with the monetary compensation. An interesting trend observed is that people appreciate the organization and its values but it is the younger set who quit the organization within 2 years of joining. The middle managers leave only when they get senior leadership positions in other place while senior management rarely leaves.**

**a. How would you classify this organization on cultural parameters? What are the problems being encountered by this organization?**

**Answer:**

**Introduction:**

Alpha Corp. demonstrates a supportive, employee-focused culture, emphasizing stability, openness, and development. However, despite its positive environment, several issues arise, including a lack of competitive drive, slow career progression, and resistance to change. These challenges hinder growth and retention, particularly among younger employees, leading to dissatisfaction and inefficiency. Below is an analysis of the organization’s cultural parameters and its encountered problems.

**Classification of the Organization on Cultural Parameters:**

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**b. If you were the CEO of this organization, how would you bring about a positive culture in the organization?**

**Answer:**

**Introduction:**

As CEO of Alpha Corp., I would focus on fostering a culture of innovation, competitiveness, and fast career growth while maintaining the organization's positive aspects of stability and employee well-being. By addressing the lack of competitive drive, improving career progression, encouraging risk-taking, and revising compensation, I would aim to create an environment where both employees and the organization can thrive.

Here are the steps I would take to bring about a positive cultural shift:

**This is partially solved sample answer**

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