**Organisational Behaviour**

**NMIMS Solved Assignments for December 2024**

**Q1. When organisations value their employees, they build an asset base which helps them to stay relevant in this competitive market. Sameer, the CEO of Prism Properties has hired an HR Director for improving employee’s work behavior. In this context, analyze the concept of Organisation Behaviour. The HR Director is also briefing the HR team about the origin of OB. Evaluate the contribution of different disciplines in building the foundation of Organisation Behaviour. Add suitable examples.**

**Answer:**

**Introduction:**

Organizational Behavior (OB) is a vital field that examines how individuals and groups interact within an organization. It focuses on understanding employee behavior to improve work environments, enhance productivity, and foster a positive organizational culture. Sameer, the CEO of Prism Properties, has recognized the importance of OB by hiring an HR Director to enhance employee behavior and engagement. The HR Director’s briefing to the HR team will cover the historical origins of OB and highlight its interdisciplinary foundations. Key disciplines, such as psychology, sociology, anthropology, economics, and management, contribute significantly to OB by providing insights into human behavior, group dynamics, and organizational structures. For example, psychology helps understand motivation and individual behavior, while sociology focuses on group interactions and organizational culture.

**This is partially solved sample answer**

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**Q2. Hawthrone experiments laid the foundation of understanding the relevance of Organisation Behaviour. These experiments were carried out at different times with some interval years in between. Each experiment brought out a new perspective of OB. In this context, evaluate the contribution of each type of experiment in the field of OB. Give suitable examples.**

**Answer:**

**Introduction:**

The Hawthorne experiments, conducted between the late 1920s and early 1930s at the Western Electric Hawthorne Works, marked a pivotal moment in the study of Organizational Behavior (OB). These experiments aimed to understand how various environmental factors, such as lighting and working conditions, influenced worker productivity. What emerged was a recognition that human relations, social dynamics, and employee attitudes significantly impacted performance. The series of studies, including the Illumination Studies, Relay Assembly Test Room Studies, and the Interview Program, each contributed unique insights into motivation, teamwork, and the importance of employee well-being. By highlighting the interplay between individual behavior and organizational context, these experiments laid the groundwork for modern OB theories, emphasizing the necessity of considering human elements in organizational settings.

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**Q3. Personality theories help in predicting the behaviour of individuals based on their personality characteristics. This is an ever-developing field of study. In this context, answer the following with examples:**

**a. Rohan was an introvert child while growing up but over the years he has become more outgoing and expressive due to his peers. In this context, analyze the contribution of Social Learning Theory in developing an individual’s Personality.**

**Answer:**

**Introduction:**

Personality theories provide insights into how individual behaviors and traits develop over time, influencing our interactions and decisions. Social Learning Theory, proposed by Albert Bandura, emphasizes the role of observation and imitation in shaping personality. This theory posits that individuals learn behaviors by observing others, which can significantly impact personal development. Analyzing Rohan's transformation from an introverted child to a more outgoing individual highlights the importance of social influences on personality development.

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**b. Vishal wanted to get a quick promotion at work and he had two alternatives. Either work hard and build his reputation or become the boss’s favorite. He was in a dilemma. In this context, elaborate on the contribution of Psychoanalytic theory in personality development and decision making.**

**Answer:**

**Introduction:**

Personality theories play a crucial role in understanding how individuals make decisions and behave in various situations. The Psychoanalytic Theory, developed by Sigmund Freud, emphasizes the influence of unconscious motives, desires, and conflicts on behavior and decision-making. This theory can shed light on Vishal's dilemma regarding his desire for a quick promotion. Analyzing his internal conflicts and motivations helps us understand how personality traits shape his choices and overall development in the workplace.

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