**Organizational Behavior**

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

**Internal Assignment Applicable for June 2025 Examination**

**Q1. Rahul is a young entrepreneur who recently started a tech startup for educational apps. He is imaginative and often comes up with innovative ideas, but his plans lack detail and structure. His team appreciates his enthusiasm and collaborative approach, but he struggles to give critical feedback. During a product launch, Rahul became anxious about meeting expectations, which affected his decision-making under pressure. Despite these challenges, his curiosity and willingness to learn keep him motivated. He realizes he needs to improve his leadership skills to grow his startup.**

**Question: Using the Big Five Model of Personality, evaluate Rahul’s personality traits and their impact on his effectiveness as a leader. Suggest strategies to enhance his leadership style while leveraging his strengths. How can he engage his team more effectively? (10 Marks)**

**Answer:**

**Introduction:**

Rahul is an ambitious young entrepreneur who has recently launched a tech startup focused on educational apps. His creativity and imagination allow him to generate innovative ideas, which inspire his team. However, his leadership style lacks structure and critical feedback, making it difficult to translate his vision into concrete action. His enthusiasm and collaborative spirit create a positive work environment, but his struggles with decision-making under pressure and lack of constructive criticism hinder the company’s growth.

**This is partially solved sample answer**

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**Q2A. Nisha is a talented graphic designer working at a marketing agency. She recently discovered that her colleague, who has similar qualifications and experience, receives a higher salary despite having a comparable workload. This realization has left Nisha feeling demotivated and less enthusiastic about her projects. She starts putting in less effort and avoids taking on additional responsibilities, as she feels her contributions are not being valued equally.**

**Question: Using Equity Theory of Motivation, analyze Nisha’s reaction to the pay disparity. How can her manager address this situation to restore her motivation and productivity? (5 Marks)**

**Answer:**

**Introduction:**

Nisha, a skilled graphic designer, is experiencing demotivation after discovering that her colleague, with similar qualifications and workload, is earning a higher salary. This realization has led her to disengage from her work, putting in less effort and avoiding extra responsibilities. Her reaction can be explained using the Equity Theory of Motivation, which suggests that employees compare their efforts and rewards with those of their peers. When they perceive an imbalance, it affects their motivation and job performance. Addressing this situation effectively is essential for her manager to restore fairness, motivation, and productivity within the team.

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**Q2B. Amit and Priya, two senior project managers in a consulting firm, frequently disagree on project execution strategies. Amit prefers a structured, process-driven approach, while Priya values flexibility and adaptability. Their ongoing conflicts are delaying project timelines and creating tension within the team. The manager notices this issue and wants to intervene.**

**Question: Analyze the nature of the conflict between Amit and Priya using Conflict Management Techniques. Which technique would be most effective in resolving their conflict, and why? Justify your answer with logical reasoning. (5 Marks)**

**Answer:**

**Introduction:**

Conflict is a common occurrence in workplaces, especially when individuals have different working styles and priorities. In the case of Amit and Priya, the conflict arises due to their differing approaches to project execution. Amit prefers a structured, process-driven strategy, while Priya values flexibility and adaptability. Their disagreements are causing delays in project timelines and creating tension within the team. If not addressed properly, this conflict could negatively impact team productivity and morale. To resolve this issue, the manager must use effective conflict management techniques to find a balanced solution that aligns with both project goals and team dynamics.

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