**Organisational Behaviour**

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

**Internal Assignment Applicable for June 2025 Examination**

**Q1. A mid-sized company recently introduced a new project requiring close collaboration between employees from different departments. However, early progress has been slow, with communication gaps and misunderstandings causing delays. Leadership notices that while the team members are talented individually, they struggle to coordinate their efforts effectively, leading to missed opportunities and reduced efficiency. Discuss the role of team-building and teamwork in enhancing organizational productivity.**

**Answer:**

**Introduction:**

In today's fast-paced business environment, effective teamwork plays a critical role in enhancing organizational productivity. Many companies face challenges in team collaboration, especially when departments with diverse expertise are required to work together on a project. In such cases, communication breakdowns, misunderstandings, and inefficiencies can slow down progress, even when individual team members are skilled in their respective roles. Team-building activities and fostering a strong teamwork culture can significantly improve collaboration, align goals, and overcome barriers to communication. When employees from different departments come together to work on a common project, their ability to understand one another, communicate clearly, and support each other can make a massive difference in the outcome. This is why leaders in organizations must prioritize creating an environment where teamwork is valued and nurtured, as it can result in improved performance, higher employee morale, and overall organizational success. This discussion will delve into the concepts of team-building and teamwork, highlighting their application in addressing common challenges faced by teams and driving organizational productivity.

**Concepts and Application:**

**NMIMS June 2025 Assignments Available!**

✅ **Generic/Sample Solutions - Only ₹150 per subject**

**These are sample solutions where you will have to change approximately 30–40% of the content to make it your own.**

**✅ Unique/Customized Solutions – Only ₹500 per subject**

**Ready-to-upload assignments are 100% original and prepared to be submitted directly.**

**Email (Inquiries and Orders): smu.assignment@gmail.com**

**WhatsApp / Call (Seeking immediate help): +919741410271**

**Our website:** [**www.mbaassignmentsolutions.com**](www.mbaassignmentsolutions.com)

**Q2. A company is experiencing high employee turnover and declining productivity. Employees report feeling disconnected from the organization's values and unclear about expectations. Management realizes that while the company has policies in place, there is a lack of a shared culture to guide behavior, foster motivation, and align employees with organizational goals. Explain the role of organisational culture in shaping employee behaviour and productivity.**

**Answer:**

**Introduction:**

Organizational culture plays a vital role in shaping the behavior and productivity of employees. It refers to the shared values, beliefs, attitudes, and behaviors that characterize an organization and guide how employees interact with one another and approach their work. A strong organizational culture provides clarity on what is expected from employees and aligns their actions with the company’s goals. When employees feel connected to the organization’s values and understand the expectations set for them, they are more likely to be motivated, productive, and committed to their roles. However, when there is a disconnect between employees and the company’s culture, it can lead to confusion, disengagement, and ultimately high turnover rates. This is the situation in the company mentioned, where the absence of a shared culture has resulted in employees feeling disconnected and unclear about their roles, leading to a decline in productivity and engagement. The company’s challenge is to build and nurture a strong organizational culture that fosters collaboration, commitment, and alignment with organizational objectives.

**Concepts and Application:**

**NMIMS June 2025 Assignments Available!**

✅ **Generic/Sample Solutions - Only ₹150 per subject**

**These are sample solutions where you will have to change approximately 30–40% of the content to make it your own.**

**✅ Unique/Customized Solutions – Only ₹500 per subject**

**Ready-to-upload assignments are 100% original and prepared to be submitted directly.**

**Email (Inquiries and Orders): smu.assignment@gmail.com**

**WhatsApp / Call (Seeking immediate help): +919741410271**

**Our website:** [**www.mbaassignmentsolutions.com**](www.mbaassignmentsolutions.com)

**Q3 (A) An organization is struggling to manage its diverse workforce effectively. Employees from different backgrounds have varying expectations, and traditional leadership approaches are failing to address their unique needs. Low morale and poor collaboration are impacting overall productivity. Management is considering different leadership frameworks to improve employee motivation and foster positive organizational behavior.**

**Evaluate the effectiveness of various leadership frameworks in managing a diverse workforce. Which approaches are most suitable for enhancing motivation, collaboration, and organizational behavior, and why?**

**Answer:**

**Introduction:**

In today’s globalized and multicultural work environment, managing a diverse workforce is one of the key challenges for organizations. Employees from different backgrounds often have different values, communication styles, and expectations from their leaders. Traditional leadership approaches, which may be one-size-fits-all, often fail to address these unique needs, leading to low morale, poor collaboration, and decreased productivity. Organizations need leadership frameworks that recognize diversity and are flexible enough to motivate employees, improve collaboration, and foster positive organizational behavior. This requires exploring different leadership models to better manage and inspire a diverse workforce.

**Concepts and Application:**

**NMIMS June 2025 Assignments Available!**

✅ **Generic/Sample Solutions - Only ₹150 per subject**

**These are sample solutions where you will have to change approximately 30–40% of the content to make it your own.**

**✅ Unique/Customized Solutions – Only ₹500 per subject**

**Ready-to-upload assignments are 100% original and prepared to be submitted directly.**

**Email (Inquiries and Orders): smu.assignment@gmail.com**

**WhatsApp / Call (Seeking immediate help): +919741410271**

**Our website:** [**www.mbaassignmentsolutions.com**](www.mbaassignmentsolutions.com)

**Q3 (B) A company has been experiencing declining employee motivation and engagement, leading to lower productivity and increased turnover. Despite offering competitive salaries and benefits, employees feel disconnected from leadership, lack recognition for their contributions, and struggle with unclear career growth opportunities. The leadership team realizes that fostering a more engaging work environment requires a structured approach within a leadership framework to enhance motivation and commitment. Create a strategy within the leadership framework to enhance employee motivation and engagement.**

**Answer:**

**Introduction:**

Employee motivation and engagement are critical factors that drive productivity and reduce turnover in any organization. In the case where a company is experiencing declining engagement, despite offering competitive salaries and benefits, it becomes necessary to adopt a structured leadership approach. This can be done by enhancing communication, providing opportunities for career growth, recognizing employees' efforts, and creating a sense of belonging and trust between employees and leadership. A strong leadership framework can effectively address these issues, fostering an environment where employees feel valued and motivated to contribute their best.

**Concepts and Application:**

**NMIMS June 2025 Assignments Available!**

✅ **Generic/Sample Solutions - Only ₹150 per subject**

**These are sample solutions where you will have to change approximately 30–40% of the content to make it your own.**

**✅ Unique/Customized Solutions – Only ₹500 per subject**

**Ready-to-upload assignments are 100% original and prepared to be submitted directly.**

**Email (Inquiries and Orders): smu.assignment@gmail.com**

**WhatsApp / Call (Seeking immediate help): +919741410271**

**Our website:** [**www.mbaassignmentsolutions.com**](www.mbaassignmentsolutions.com)