**Organization Behaviour & HRM**

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

**Internal Assignment Applicable for June 2025 Examination**

**Q1. A mid-sized company has been operating with traditional HRM practices, primarily focusing on administrative functions such as payroll, recruitment, and compliance. However, as the company aims for growth and long-term competitive advantage, leadership recognizes the need to adopt a strategic HRM approach that aligns HR practices with business objectives, enhances employee engagement, and drives performance.**

**Despite enthusiasm for this shift, the company faces several challenges, including potential resistance to change, communication barriers, and a lack of HR capabilities to implement the transformation effectively.**

**Evaluate the key challenges associated with transitioning from traditional HRM to strategic HRM. How can organizations assess the effectiveness of this transition in achieving sustainable competitive advantage?**

**Answer:**

**Introduction:**

As companies grow and aim for a long-term competitive edge, the role of Human Resource Management (HRM) becomes more critical in driving business success. Traditional HRM practices focus primarily on administrative tasks like payroll, recruitment, and compliance. While these functions are essential, they are often reactive rather than proactive. As organizations aim for growth, there is a need to shift from traditional HRM to strategic HRM, which aligns HR practices with the overall business strategy. Strategic HRM focuses on managing human capital in ways that enhance employee engagement, boost performance, and contribute to the organization’s long-term goals. However, this transition is not without its challenges. Employees and management may resist change due to unfamiliarity with new HR practices, while communication gaps and a lack of HR expertise can hinder the implementation process. Therefore, understanding these challenges and assessing the effectiveness of the transition is essential for achieving a sustainable competitive advantage.

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**Q2A. A large company is facing challenges with employee engagement, communication, and team dynamics. Employees often feel disconnected from the company’s vision, and there is a noticeable lack of collaboration between departments. Additionally, the leadership team has noticed increasing conflict among team members, which affects overall productivity. The company recognizes the need for a better understanding of the factors that influence employee behavior in order to create a more cohesive and positive work environment.**

**To address these issues, the HR team has decided to explore how various behavioral disciplines can be used to improve organizational behavior and workplace dynamics. The team believes that incorporating insights from psychology, sociology, and anthropology could provide valuable strategies for enhancing communication, motivation, and team collaboration across the organization. How can the concepts from psychology, sociology, and anthropology be applied to improve organizational behavior in a workplace?**

**Answer:**

**Introduction:**

Employee engagement, communication, and team dynamics are crucial to a company's success. When these elements are lacking, it can lead to disconnection, low morale, and reduced productivity. In the case of the company facing these challenges, the HR team is looking to explore how behavioral disciplines like psychology, sociology, and anthropology can provide insights into improving organizational behavior. Understanding these fields' principles can help create strategies that foster better collaboration, motivation, and communication, ultimately leading to a more cohesive and positive workplace environment.

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**Q2B. In a rapidly growing organization, employees have become increasingly disengaged due to shifting priorities and changes in leadership. While the company has ambitious goals, there is a noticeable divide between upper management and staff, and employees are struggling to adapt to the evolving work environment. Communication breakdowns, negative attitudes, and lack of enthusiasm have started to impact collaboration and overall productivity. The HR department has identified that employee attitudes, particularly in terms of commitment, openness to change, and trust in leadership, are major contributors to the current organizational climate. They believe that improving these attitudes could help reshape the culture to better align with the company’s goals and foster a more positive work atmosphere. Analyze the role of attitude in shaping organizational culture and climate. How can management leverage attitudes to foster a positive work environment?**

**Answer:**

**Introduction:**

In any organization, the attitudes of employees significantly influence its culture and climate. When employees are disengaged or have negative attitudes, it can lead to communication breakdowns, reduced productivity, and low morale. In the scenario of a rapidly growing organization, employees' shifting priorities and changes in leadership have led to a divide between management and staff. The HR department has identified that key attitudes—commitment, openness to change, and trust in leadership—are crucial to addressing this issue. Shaping these attitudes positively can create a work environment aligned with the company’s goals and drive better outcomes.

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