**Organizational Behavior**

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

**Internal Assignment Applicable for April 2025 Examination**

PLEASE NOTE: This assignment is application based; you have to apply what you have learnt in this subject into real life scenario. You will find most of the information through internet search and the remaining from your common sense. None of the answers appear directly in the textbook chapters but are based on the content in the chapter

**Q1. PowerTech Solutions, a mid-sized IT company, is transitioning to Agile project management to enhance productivity and customer satisfaction. However, the change initiative is encountering resistance from employees, especially middle management, who are reluctant to adapt. Workshops have been held, but they have not been effective in addressing the concerns or boosting employee morale.**

**Using Lewin’s Change Management Model, analyze the challenges a mentioned company faces in implementing Agile project management. Propose specific steps from this model to overcome these challenges and ensure successful adoption of the new framework.**

**Answer:**

**Introduction:**

PowerTech Solutions, a mid-sized IT company, is undergoing a transition to Agile project management to improve efficiency and customer satisfaction. However, this shift is facing resistance, particularly from middle management, who are hesitant to embrace the new methodology. Despite conducting workshops, the company has struggled to alleviate concerns or boost employee morale. Lewin’s Change Management Model, which consists of three stages—Unfreeze, Change, and Refreeze—provides a structured approach to managing this transition. By addressing employee resistance, fostering a culture of adaptability, and reinforcing Agile practices, PowerTech Solutions can ensure a smoother transformation. This analysis explores the challenges the company faces and recommends strategic steps within Lewin’s model to drive successful Agile adoption.

**This is partially solved sample answer**

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**Q2. A GTech Innovatives company specializing in renewable energy solutions, has seen a decline in employee creativity and proactive problem-solving. The leadership recently introduced a competitive bonus system tied to achieving sales targets, but it led to stress and unhealthy competition among employees. A review highlighted that employees value personal growth, teamwork, and the ability to contribute meaningfully to the company’s mission. The management is debating whether to redesign their approach using Vroom’s Expectancy Theory or McClelland’s Theory of Needs to better align employee motivation with organizational goals.**

**Evaluate how Vroom’s Expectancy Theory or McClelland’s Theory of Needs can be applied to address the motivational challenges at GTech Innovatives. Recommend the more effective theory for fostering creativity and collaboration, justifying your choice.**

**Answer:**

**Introduction:**

GTech Innovatives, a renewable energy company, is facing a decline in employee creativity and proactive problem-solving. In an attempt to boost performance, leadership implemented a competitive bonus system tied to sales targets. However, this approach resulted in increased stress and unhealthy competition rather than fostering motivation. A review revealed that employees prioritize personal growth, teamwork, and meaningful contributions to the company’s mission. To realign motivation with these values, management is considering Vroom’s Expectancy Theory or McClelland’s Theory of Needs. This analysis evaluates both theories to determine which is more effective in enhancing creativity and collaboration, ensuring that the company’s motivation strategy supports long-term innovation and employee engagement.

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**Q3 (A) Geeta, a team leader at BTech Solutions, is known for being highly organized and detail-oriented, but her rigid adherence to schedules sometimes causes tension with her team. She finds it challenging to adapt to last-minute changes and struggles to understand why her team members prioritize flexibility over deadlines.**

**Using the Big Five Personality Traits, describe Geeta’s behavior and suggest how an understanding of her personality traits can help her improve her leadership effectiveness.**

**Answer:**

**Introduction:**

Geeta, a team leader at BTech Solutions, is highly organized and detail-oriented, but her strict adherence to schedules often creates tension with her team. She struggles with adaptability and finds it difficult to understand why her team values flexibility over rigid deadlines. Using the Big Five Personality Traits, her behavior can be analyzed primarily through high Conscientiousness and low Openness to Experience. Understanding these traits can help Geeta develop a more balanced leadership approach by fostering adaptability and improving communication. This analysis explores how self-awareness of her personality can enhance her leadership effectiveness and team collaboration.

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**Q3 (B) Rishabh, a senior marketing manager at Creative Works, is observing his newest team member, Rita, who often misses deadlines and seems disengaged in meetings. Based on these observations, Rishabh concludes that Rita is unmotivated and assigns her fewer responsibilities. However, Rita later shares that she was overwhelmed with the new work environment and lacked clear guidance on tasks.**

**Using the Perception Process, describe Rishabh’s perception of Rita at different stages of the process and how he can improve his perception to avoid misjudging his team members in the future.**

**Answer:**

**Introduction:**

Rishabh, a senior marketing manager at Creative Works, observes that Rita frequently misses deadlines and appears disengaged in meetings. Based on these behaviors, he perceives her as unmotivated and reduces her workload. However, Rita later reveals she was overwhelmed and lacked proper guidance. This situation highlights how Rishabh’s perception was shaped by selective observation and premature judgment. Using the Perception Process—comprising selection, organization, and interpretation—this analysis explores how his assumptions formed and how he can refine his perception. By seeking clarification and providing support, Rishabh can avoid misjudging employees and foster a more inclusive work environment.

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