



NMIMS Global Access
School for Continuing Education (NGA-SCE)

Course: Organisational Behaviour

Internal Assignment Applicable for December 2022 Examination

Assignment Marks: 30

Instructions:

- *All Questions carry equal marks.*
- *All Questions are compulsory*
- *All answers to be explained in not more than 1000 words for question 1 and 2 and for question 3 in not more than 500 words for each subsection. Use relevant examples, illustrations as far as possible.*
- *All answers to be written individually. Discussion and group work is not advisable.*
- *Students are free to refer to any books/reference material/website/internet for attempting their assignments, but are not allowed to copy the matter as it is from the source of reference.*
- *Students should write the assignment in their own words. Copying of assignments from other students is not allowed.*
- *Students should follow the following parameter for answering the assignment questions.*

For Theoretical Answer	
Assessment Parameter	Weightage
Introduction	20%
Concepts and Application related to the question	60%
Conclusion	20%

For Numerical Answer	
Assessment Parameter	Weightage
Understanding and usage of the formula	20%
Procedure / Steps	60%
Correct Answer & Interpretation	20%

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1. Amar works for an IT company as a project coordinator. His boss, Ajay is very adamant and wants the work to be done according to his way without even considering anyone's perspective. If Amar commits any minor mistake also he is reprimanded in front of the entire team. Ajay wants Amar to stay late beyond office hours, even when his work is



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complete. Consider the given situation and explain the pitfalls in leadership shown by Ajay. **(10 Marks)**

2. Sameer works as a team leader in a multinational company. Whenever his team member performs well, goes out of his way to serve the client he awards them. The award can be a gift voucher or an appreciation mail. Sameer also encourages good behaviour by removing or handling well the situation which may lead to undesirable behaviour. Because of this practice it was the best performing team in the office. Analyse the situation and explain the elements of reinforcement used by Sameer. **(10 Marks)**

3. Case:

Renita Parker was a trainer for a Tasty Tummy multinational company, in FMCG business. She worked brilliantly with the executives on their writing and helped them to feel more confident about it. Renita worked with top executives as well as the shop floor level. She realized that teaching the shop floor employees was her call and she wanted to work more with them. Renita was paid quite high as majorly she was dealing with the top executives.

Renita met Mark, her supervisor and explained to him that she wanted to be associated in teaching and training the shop floor employees because many of them could not write anything other their names. She also agreed to work on reduced salary and started offering English classes as an added benefit to them. Although the classes took some man hours of the employees but their productivity increased and even some of them began to apply for supervisory positions

- a. What content theories would explain why Renita was unhappy despite her high income? **(5 Marks)**
- b. Renita seems to have drifted into being a teacher. Given her needs and motivations, do you think teaching is an appropriate profession for her? **(5 Marks)**
