NMIMS GLOBAL ACCESS SCHOOL FOR CONTINUING EDUCATION

NMIMS Global Access

School for Continuing Education (NGA-SCE)

Course: Organisational Behaviour

Internal Assignment Applicable for April 2024 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%*

1. Scenario: Rohan is a project manager at a software development company. His role involves interacting with clients, managing his team, and ensuring project deadlines are met. Rohan is known for his calm and composed demeanor, even in high-pressure situations. He enjoys the client interactions and finds them energizing. Whenever he feels stressed due to project complexities, he takes a break to listen to his favorite music or goes for a walk. His team members often approach him with their problems and

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appreciate his approachability. Even when faced with demanding clients who express frustration, Rohan remains patient and focuses on resolving their concerns.

Question: Based on the information provided, how would you assess Rohan's personality using the Big Five personality traits framework? **(10 Marks)**

2. Samantha is a newly hired marketing coordinator at a digital advertising agency. She notices that her team leader, Alex, communicates with clients and colleagues in a very friendly and encouraging manner. Alex's positivity and teamwork have contributed to a cohesive work environment, and Samantha also observes that the team consistently meets project deadlines. During a period when Alex is on medical leave, Samantha takes over some of the team lead responsibilities. To her surprise, she finds that by adopting Alex's approach, she effectively manages the team and maintains a positive atmosphere. This experience motivates Samantha to incorporate this approach into her personal life as well. Question: In this scenario, which theory of learning could be applied to explain Samantha's behavior change? Please discuss the theory and its relevance to the situation.

(10 Marks)

3. Rohan is sales head for a pharmaceutical company. He has a team of 12 individuals under him. Rohan feels very sad to state that it isn't a team but a group of individuals working under him as they do not show any team spirit. Akhil who is Rohan's best friend also happens to be the HR manager. When Rohan shared his concerns with Akhil he asked Rohan to

a) Analyze the problems he (Rohan) is facing in teamwork. **(5 Marks)**

b) Also, what all methods Akhil can suggest Rohan for creating effective team in his department? Discuss. **(5 Marks)**

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