**Organizational Behavior**

**June 2023 Examination**

**Question 1: Maria is a high school student who has an upcoming exam. She knows she should study, but she also wants to go out with her friends to a party the night before. Her Id tells her to go to the party because it will be more fun than studying. Her Superego tells her to stay home and study because she knows that getting good grades is important for her future. Her Ego is caught in the middle, struggling to make a decision.**

**How might Maria's Id, Ego, and Superego influence her decision-making process in this scenario? What internal conflict might she experience as a result? How might she ultimately resolve this conflict? (10 Marks)**

**Ans:**

**Introduction:**

According to Sigmund Freud's psychoanalysis principle of personality, the human psyche can be divided into three distinct components: the id, the Ego, and the Superego. Each of these three aspects plays a significant part in the technique by which we make decisions. No matter their interdependence, they regularly find themselves at odds with one another. Individuals can enjoy a significant quantity of anxiety and tension due to this conflict, called internal strife. in this essay, and we will look into how Maria's Id, Ego, and Superego can also affect her choice-making method, the internal battle she may reveal in, and how she might also

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**Question 2: John is a manager at a medium-sized company and wants to motivate his employees to perform better. He has heard of Maslow's Need Theory and wants to apply it to his management strategy. How can John use Maslow's Need Theory to understand his employees' motivations and improve their job satisfaction and performance? What are the five levels of needs in Maslow's hierarchy, and how can John identify which needs his employees are currently trying to fulfill? (10 Marks)**

**Ans:**

**Introduction:**

One of the most crucial aspects of successful administration is employee motivation. Managers who apprehend the requirements and reasons of their group of workers are in a better function to foster a tremendous work environment, which affects increased job pride and performance. The need theory proposed by using Maslow is one of the different well-known reasons for the motivation of workers. According to this concept, human needs may be divided into five distinct stages, and people are pushed to fulfill these desires in a

**Question 3 a) Samantha is a 30-year-old business owner who has been working hard to expand her company for the past few months. She has a great team, supportive family, and loves the challenge of growing her business. Lately, Samantha has been feeling a surge of energy and motivation that keeps her going, even on days when she's tired. She feels confident in her ability to handle the challenges ahead and is excited about the future of her company. What type of stress is Samantha experiencing? (5 Marks)**

**Ans:**

**Introduction:**

Stress is a commonplace experience in our everyday lives, affecting everyone in different ways. Its miles a natural response to a perceived chance, and it can be both positive and negative. Positive strain is known as esters, which could offer motivation, electricity, and excitement, whereas poor pressure is known as misery, which could reason physical and

**3b) John is a 35-year-old accountant who has been working long hours to meet the deadline for his company's annual tax returns. He's been under a lot of pressure to get everything done on time and has been struggling to balance his workload with his personal life. John is constantly worried about making mistakes and letting down his team, which has led to a feeling of anxiety and overwhelm. He's also started experiencing physical symptoms like headaches and stomachaches. What type of stress is John experiencing? (5 Marks)**

**Ans:**

**Introduction:**

Stress is a not unusual prevalence in our daily lives and can affect people differently. Stress may be defined as the frame's response to any call for or pressure located upon it. While a bit of stress can be positive, too much stress may harm our physical and mental health. This