**Organizational Behavior**

**September 2023 Examination**

**Q1. Rachel is working as AVP HR in a multinational IT giant. She always strives for excellence, both in her profession as well as on personal front. Her performance is rated par excellence and she sets a live example for her subordinates. She leaves no stones unturned for achieving perfection in the task at hand. Based on the McClelland’s Motivation Theory, elaborate what is the main defining need in this scenario? Also, discuss other two needs in brief with example. (10 marks)**

**Ans:**

**Introduction:**

In the corporate world, individuals often exhibit varying motivation and drive to excel in their roles. McClelland's Motivation theory is a prominent theory that helps us understand the underlying needs that motivate individuals. Developed by David McClelland, this theory proposes that individuals are primarily encouraged by using three distinct markets:

* The need for achievement (nach)
* The need for affiliation (nAff)
* The need for power (now)

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**Q2. A small business owner is experiencing challenges with employee productivity and morale. The business owner is considering changing their leadership style to improve the situation. However, the owner is unsure which leadership style is best suited for their organization.**

**As a consultant, explain to the business owner the differences between democratic and autocratic leadership styles, and recommend which style would be most effective in their situation. (10 Marks)**

**Ans:**

**Introduction:**

As a small business owner, you are aware of the importance of employee productivity and morale in driving the success of your organization. When faced with challenges in these areas, evaluating your leadership style and considering adjusting to address the underlying issues is crucial. How you lead your crew significantly impacts their motivation, engagement, and overall satisfaction.

In this consultation, we will discover contrasting leadership styles: democratic and autocratic. Each type has its distinct characteristics, benefits, and challenges. By knowledge these

**Q3 Adam is a 7-year-old boy who loves playing soccer. He recently started attending a soccer camp where he practices his skills with other children. One day, he notices that a fellow camper, Ethan, is particularly skilled at dribbling the ball. Adam watches Ethan closely, paying attention to his movements and technique. Over the course of the week, Adam starts imitating Ethan's moves and practicing them on his own. Eventually, Adam becomes much better at dribbling than he was before attending the camp.**

**a) Using Social Learning Theory, explain how Adam's behavior and skill development can be explained by the theory's concepts of attention, retention, reproduction, and motivation. Additionally, discuss how Adam's experience at the soccer camp can be used to illustrate the effectiveness of modeling and reinforcement in learning and behavior change. (5 Marks)**

**Ans:**

**Introduction:**

Social learning theory, proposed by psychologist Albert Bandura, emphasizes the role of observation and modeling in acquiring new behaviors. According to this theory, individuals examine by observing others' actions, retaining the information in memory, reproducing the behavior, and being motivated to perform it. Adam's experience at the soccer camp provides a

**b) Also, discuss the how the three elements of self -theory impact Adam’s view about himself (5 Marks)**

**Ans:**

**Introduction:**

Adam, a 7-year-old boy, has a deep passion for playing soccer. He attends a soccer camp where he can practice and refine his skills alongside other children. While on the base, he encounters Ethan, another camper who stands proud due to his exceptional dribbling abilities. This sparks a transformative journey for Adam as he observes Ethan closely, imitates his moves, and