**Organisational Behaviour**

**December 2023 Examination**

**Question 1) Rajesh works as a Manager-(Employee relations & wellbeing) in a leading organisation. He deals with all the behavioral issues in the workplace.Varun his colleague in marketing department always mocks at him saying that with the kind of profile he has, in which he needs to look after the organisational behaviour overall does not call for much work. He also tells him (Rajesh) that marketing department has to face a lot of challenges which people from his domain cannot fathom. Rajesh then smirks and lists down all the challenges to Varun. What all challenges could Rajesh face in terms of organisational behaviour? Discuss. (10 Marks)**

**Ans 1.**

**Introduction**

In the rapidly evolving corporate landscape, organizational behavior (OB) stands as a critical domain that examines the influence of individuals, groups, and structures on behavior within an organization. Rajesh, as a Manager in charge of Employee Relations & Wellbeing, holds a pivotal role that goes beyond mere superficial interactions. His responsibilities delve deep into understanding and fostering a conducive environment for employees to be productive, motivated, and satisfied. While every department in an organization faces its unique set of challenges, it is crucial not to undermine the complexities involved in managing human behavior. Rajesh's role is analogous to the backbone of the organization, ensuring harmony, productivity, and morale. The significance of understanding behavioral issues and ensuring employee wellbeing cannot be overstated, It is only half solved

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**Question 2) Consider any leader of your choice and discuss his traits as a leader with the help of any one leadership theory. (10 Marks)**

**Ans 2.**

**Introduction**

Leadership, an essential aspect of management, often determines an organization's direction, pace, and success. Over time, myriad theories have emerged attempting to elucidate the nature and characteristics of effective leaders. One iconic leader who has made a significant mark on the world stage is Nelson Mandela, the anti-apartheid revolutionary who went on to become South Africa's first black president. His leadership style and qualities have been celebrated, analyzed, and emulated by many across the globe. By applying the Transformational Leadership Theory to Mandela's leadership style, we can uncover the essence of his effectiveness and

**Question 3) Rohit works as a designer in a décor company but since past few months he is not happy with the kind of work he has been doing. He wants to go back to fashion industry from where he originally hails. He is really not able to concentrate in his current work and it shows in his behaviour as he snaps at people at the drop of a hat. He is thinking of consulting his colleague and best friend Ajit in order to resolve this kind of behaviour. Keeping this scenario in mind, explain:**

**a) What kind of conflict Rohit is facing here? Explain. (5 Marks)**

**Ans 3a.**

**Introduction**

Conflicts are an inherent part of human interactions, especially in professional settings. These conflicts can manifest due to various internal or external triggers, leading to emotional, cognitive, or behavioral changes. In the case of Rohit, his experience at the décor company and his longing to return to the fashion industry reveal underlying layers of personal conflict. To truly understand Rohit's predicament, it's essential to delve deep into the nature of the conflict

**b) What can Ajit suggest Rohit for resolving such conflict? Discuss. (5 Marks)**

**Ans 3b.**

**Introduction**

In situations where intrapersonal conflicts take a toll on an individual's well-being and performance, external guidance, especially from trusted individuals, can be invaluable. Ajit, being Rohit's colleague and close friend, is uniquely positioned to offer insights and suggestions. Armed with an understanding of the corporate culture and a personal bond with Rohit, Ajit can play a pivotal role in assisting Rohit