**Organisational Behaviour**

**April 2024 Examination**

**Q1. Jack is a professional who is trying to decide between two job offers. One offer provides a significantly higher salary, while the other offers a more flexible work schedule and the opportunity to work on projects he is truly passionate about. His Id is urging him to choose the higher-paying offer because it means more financial security and the ability to afford his desired lifestyle. His Superego, on the other hand, is advising him to take the job that aligns with his passions and values, even if it means a slightly lower salary. His Ego is grappling with finding a balance between these two conflicting perspectives.How might Jack's Id, Ego, and Superego impact his decision-making process in this situation? What kind of internal struggle could he face while trying to make a choice? How might he ultimately come to a resolution? (10 Marks)**

**Ans 1.**

**Introduction**

In the realm of organizational behavior, decision-making is a complex process influenced by various psychological components. Jack's situation, where he is torn between two job offers, serves as a quintessential example of this complexity. This scenario highlights the interplay of Sigmund Freud's psychoanalytic theory, specifically the roles of the Id, Ego, and Superego. The Id seeks immediate gratification and is drawn to the higher salary for the financial security and lifestyle it promises. Conversely, the Superego seeks moralistic and idealistic goals, urging Jack towards a job that aligns with his passions and values. The Ego, caught in the middle, attempts to It is only half solved

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**Q2. Alice is a student who is currently focusing on her studies and trying to perform well in her exams. She also takes time to hang out with her friends and participate in a hobby she loves. According to Maslow's Hierarchy of Needs, which level of need is Alice primarily addressing by focusing on her studies, social interactions, and hobbies? Also, discuss the other levels as well. (10 Marks)**

**Ans 2.**

**Introduction**

Maslow's Hierarchy of Needs is a psychological theory proposed by Abraham Maslow in his 1943 paper "A Theory of Human Motivation." This framework categorizes human needs into a five-level pyramid structure, suggesting that basic needs must be met before individuals can pursue higher-level motivations. At the base are physiological needs, followed by safety, belongingness and love, esteem, and self-actualization at the top. Alice, a student, exemplifies the application of this theory. She is balancing her academic pursuits, social life, and hobbies, which indicates an interaction between different levels of Maslow's hierarchy. Her focus on studies primarily addresses esteem needs, as academic success contributes to self-esteem and respect from

**Q3a. Mark is at a team meeting where his colleagues are discussing a new project. He notices that whenever his manager, Sarah, provides feedback or suggestions, Mark tends to feel defensive and responds with counterarguments. He also realizes that he often perceives Sarah's comments as criticism rather than constructive input. However, when his colleagues offer similar suggestions, he is more open to considering their ideas.**

**Based on this scenario, how might you explain Mark's reactions and responses using the concept of "Parent," "Adult," and "Child" ego states in transactional analysis? (5 Marks)**

**Ans 3a.**

**Introduction**

Transactional Analysis (TA) is a psychological theory developed by Eric Berne in the 1950s. It explores social interactions and communication patterns through the concept of three distinct ego states: Parent, Adult, and Child. These states represent different types of thinking, feeling, and behavior. In the scenario with Mark and his manager, Sarah, TA provides a useful framework to analyze Mark's

**Q3b. Linda works as a team leader in a tech company and is known for her willingness to help her team members and provide support whenever they need it. She encourages open communication and often seeks input from her team before making decisions. Linda believes that by fostering a collaborative and inclusive environment, the team's overall performance can improve. She also values innovation and encourages her team to share their ideas freely. Based on the scenario, how does Linda's leadership approach align with Adam Grant's theory of "Givers," "Takers," and "Matchers" in the context of workplace dynamics? (5 Marks)**

**Ans 3b.**

**Introduction**

Adam Grant's theory of "Givers," "Takers," and "Matchers" in the workplace categorizes individuals based on their interaction style and how they contribute to their work environment. "Givers" are individuals who provide support to others without expecting anything in return, "Takers" prioritize their own needs, and "Matchers" balance giving and taking. Linda, a team leader in a tech company, exemplifies certain characteristics in her leadership approach