**Organizational Behavior**

**Jun 2025 Examination**

**PLEASE NOTE: This assignment is application based, you have to apply what you have learnt in this subject into real life scenario. You will find most of the information through internet search and the remaining from your common sense. None of the answers appear directly in the textbook chapters but are based on the content in the chapter**

**Q1. Rahul is a young entrepreneur who recently started a tech startup for educational apps. He is imaginative and often comes up with innovative ideas, but his plans lack detail and structure. His team appreciates his enthusiasm and collaborative approach, but he struggles to give critical feedback. During a product launch, Rahul became anxious about meeting expectations, which affected his decision-making under pressure. Despite these challenges, his curiosity and willingness to learn keep him motivated. He realizes he needs to improve his leadership skills to grow his startup.**

**Question: Using the Big Five Model of Personality, evaluate Rahul’s personality traits and their impact on his effectiveness as a leader. Suggest strategies to enhance his leadership style while leveraging his strengths. How can he engage his team more effectively? (10 Marks)**

**Ans 1.**

**Introduction**

Success in entrepreneurial businesses, especially in the fast-paced world of technology startups, is much influenced by good leadership. Rahul is a young entrepreneur in the educational tech sector with several traits that define him as a creative and passionate leader. But his lack of organized preparation, trouble giving critical comments, and nervousness under duress create obstacles for properly running his team. Rahul's personality may be evaluated using the helpful framework provided by the Big Five Personality Traits—Openness, Conscientiousness, Extraversion, Agreeableness, and Neuroticism—which also help one to grasp how these elements affect his leadership efficacy. Rahul can strengthen his leadership abilities, increase team involvement, and propel his company toward steady

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**Q2A. Nisha is a talented graphic designer working at a marketing agency. She recently discovered that her colleague, who has similar qualifications and experience, receives a higher salary despite having a comparable workload. This realization has left Nisha feeling demotivated and less enthusiastic about her projects. She starts putting in less effort and avoids taking on additional responsibilities, as she feels her contributions are not being valued equally.**

**Question: Using Equity Theory of Motivation, analyze Nisha’s reaction to the pay disparity. How can her manager address this situation to restore her motivation and productivity? (5 Marks)**

**Ans 2A.**

**Introduction**

Equity Theory of Motivation, proposed by John Stacey Adams, explains how individuals perceive fairness in the workplace and how these perceptions influence their motivation and productivity. Nisha, a talented graphic designer, feels demotivated upon learning that her colleague, with similar qualifications and workload, receives a higher salary. This perceived inequity leads to dissatisfaction, reduced effort, and a lack of willingness to take on additional responsibilities. Understanding Nisha’s reaction through the lens of Equity Theory can help her manager

**Q2B. Amit and Priya, two senior project managers in a consulting firm, frequently disagree on project execution strategies. Amit prefers a structured, process-driven approach, while Priya values flexibility and adaptability. Their ongoing conflicts are delaying project timelines and creating tension within the team. The manager notices this issue and wants to intervene.**

**Question: Analyze the nature of the conflict between Amit and Priya using Conflict Management Techniques. Which technique would be most effective in resolving their conflict, and why? Justify your answer with logical reasoning. (5 Marks)**

**Ans 2B.**

**Introduction**

Different work styles, priorities, and decision-making methods can all lead to workplace strife. In the instance of Amit and Priya, two top project managers in a consulting company, their divergent opinions on project execution techniques cause conflict that delays project deadlines. Priya's emphasis on adaptability and flexibility runs counter to Amit's taste for a