**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**

Rahul, a young entrepreneur leading a tech startup for educational apps, exhibits strong creativity and enthusiasm. His imaginative thinking allows him to generate innovative ideas, but he struggles with structuring plans and making decisions under pressure. While his collaborative approach makes him well-liked by his team, his inability to provide critical feedback and his anxiety during high-pressure situations impact his effectiveness as a leader.

The **Big Five Model of Personality**, a widely accepted framework for assessing personality traits, provides valuable insights into Rahul’s leadership strengths and areas for improvement. By evaluating his traits—Openness to Experience, Conscientiousness,

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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**

Nisha, a talented graphic designer, is facing demotivation after discovering that her colleague, with similar qualifications and workload, earns a higher salary. This pay disparity has led her to reduce effort and avoid additional responsibilities, as she feels undervalued. The **Equity Theory of Motivation**, developed by John Stacy Adams, explains how perceived fairness in the workplace impacts employee motivation and productivity. By addressing Nisha’s concerns effectively, her manager can restore her engagement and

**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**

Amit and Priya, two senior project managers, have conflicting work styles. Amit prefers structured, process-driven execution, while Priya values flexibility and adaptability. Their ongoing disagreements are delaying project timelines and causing team tension. To resolve this, the manager must apply **Conflict Management Techniques**, ensuring their differences