**Organisational Behaviour**

**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. A mid-sized company recently introduced a new project requiring close collaboration between employees from different departments. However, early progress has been slow, with communication gaps and misunderstandings causing delays. Leadership notices that while the team members are talented individually, they struggle to coordinate their efforts effectively, leading to missed opportunities and reduced efficiency. Discuss the role of team-building and teamwork in enhancing organizational productivity. (10 Marks)**

**Ans 1.**

**Introduction**

In the contemporary workplace, collaboration is the cornerstone of innovation and efficiency. While individual talent is valuable, an organization thrives only when its employees work as a cohesive unit. In the scenario provided, despite having skilled professionals, the mid-sized company is facing project delays due to poor coordination and communication among team members. This highlights the importance of building effective teams and promoting a culture of teamwork. In cross-functional projects, success depends not just on expertise, but also on the ability to communicate, trust, and support one another. Team-building initiatives can significantly improve interpersonal relationships, break silos, and encourage cooperation. This discussion explores how team-building and teamwork can enhance organizational productivity

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**Q2. A company is experiencing high employee turnover and declining productivity. Employees report feeling disconnected from the organization's values and unclear about expectations. Management realizes that while the company has policies in place, there is a lack of a shared culture to guide behavior, foster motivation, and align employees with organizational goals. Explain the role of organisational culture in shaping employee behaviour and productivity. (10 Marks)**

**Ans 2.**

**Introduction**

Organizational culture is the invisible force that shapes the behavior, attitudes, and performance of employees within a company. It reflects the shared values, beliefs, practices, and norms that guide how people interact, make decisions, and approach their work. In the given scenario, the company is facing rising employee turnover and declining productivity due to a disconnect between employees and the organization’s values. Despite having formal policies, the lack of a strong, cohesive culture has led to confusion, low morale, and misaligned efforts. This situation demonstrates that rules alone are not enough—culture provides the emotional and psychological glue that binds employees to the organization's mission. A well-defined and consistently reinforced culture can significantly improve motivation, behavior, and

**Q3 (A) An organization is struggling to manage its diverse workforce effectively. Employees from different backgrounds have varying expectations, and traditional leadership approaches are failing to address their unique needs. Low morale and poor collaboration are impacting overall productivity. Management is considering different leadership frameworks to improve employee motivation and foster positive organizational behavior.**

**Evaluate the effectiveness of various leadership frameworks in managing a diverse workforce. Which approaches are most suitable for enhancing motivation, collaboration, and organizational behavior, and why? (5 Marks)**

**Ans 3a.**

**Introduction**

In today’s global and multicultural workplace, managing a diverse workforce requires adaptive leadership that respects individual differences while fostering unity. Traditional, one-size-fits-all leadership styles often fall short in addressing varied employee expectations. As seen in the scenario, low morale and weak collaboration have become barriers to productivity. To address these issues, organizations must adopt flexible leadership frameworks that accommodate cultural, generational, and personality-based differences. Understanding and applying the right

**Q3 (B) A company has been experiencing declining employee motivation and engagement, leading to lower productivity and increased turnover. Despite offering competitive salaries and benefits, employees feel disconnected from leadership, lack recognition for their contributions, and struggle with unclear career growth opportunities. The leadership team realizes that fostering a more engaging work environment requires a structured approach within a leadership framework to enhance motivation and commitment. Create a strategy within the leadership framework to enhance employee motivation and engagement. (5 Marks)**

**Ans 3b.**

**Introduction**

Employee motivation and engagement are critical for achieving organizational success. Despite competitive compensation, companies often face low productivity and rising turnover due to emotional disconnect, lack of recognition, and unclear career paths. In the given scenario, leadership realizes that a structured approach is required to rebuild commitment and enthusiasm. Utilizing a well-established leadership framework can guide the creation of a motivational strategy that addresses employee needs, builds trust, and reinforces positive