**Organization Behaviour & HRM**

**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 has been operating with traditional HRM practices, primarily focusing on administrative functions such as payroll, recruitment, and compliance. However, as the company aims for growth and long-term competitive advantage, leadership recognizes the need to adopt a strategic HRM approach that aligns HR practices with business objectives, enhances employee engagement, and drives performance.**

**Despite enthusiasm for this shift, the company faces several challenges, including potential resistance to change, communication barriers, and a lack of HR capabilities to implement the transformation effectively.**

**Evaluate the key challenges associated with transitioning from traditional HRM to strategic HRM. How can organizations assess the effectiveness of this transition in achieving sustainable competitive advantage? (10 Marks)**

**Ans 1.**

**Introduction**

Human Resource Management (HRM) has evolved significantly over the years, from being a support function centered around administrative tasks to becoming a key strategic partner in organizational growth. In today’s dynamic and competitive business environment, mid-sized companies striving for long-term sustainability and growth must adopt Strategic Human Resource Management (SHRM). Unlike traditional HRM, which focuses on compliance, payroll, and staffing, SHRM aligns HR practices with broader business goals to drive performance, enhance employee engagement, and create a competitive edge. However, this transition is not without its challenges. Organizations must confront internal resistance,

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**Q2A. A large company is facing challenges with employee engagement, communication, and team dynamics. Employees often feel disconnected from the company’s vision, and there is a noticeable lack of collaboration between departments. Additionally, the leadership team has noticed increasing conflict among team members, which affects overall productivity. The company recognizes the need for a better understanding of the factors that influence employee behavior in order to create a more cohesive and positive work environment.**

**To address these issues, the HR team has decided to explore how various behavioral disciplines can be used to improve organizational behavior and workplace dynamics. The team believes that incorporating insights from psychology, sociology, and anthropology could provide valuable strategies for enhancing communication, motivation, and team collaboration across the organization. How can the concepts from psychology, sociology, and anthropology be applied to improve organizational behavior in a workplace? (5 Marks)**

**Ans 2A.**

**Introduction**

In today's complex organizational environment, understanding the underlying factors influencing employee behavior is crucial for fostering collaboration and engagement. Companies facing challenges in communication, teamwork, and alignment with vision can benefit significantly from behavioral science insights. Disciplines such as psychology, sociology, and anthropology offer frameworks that explain individual and group behaviors within organizations. By applying these disciplines, companies can create effective strategies

**Q2B.In a rapidly growing organization, employees have become increasingly disengaged due to shifting priorities and changes in leadership. While the company has ambitious goals, there is a noticeable divide between upper management and staff, and employees are struggling to adapt to the evolving work environment. Communication breakdowns, negative attitudes, and lack of enthusiasm have started to impact collaboration and overall productivity. The HR department has identified that employee attitudes, particularly in terms of commitment, openness to change, and trust in leadership, are major contributors to the current organizational climate. They believe that improving these attitudes could help reshape the culture to better align with the company’s goals and foster a more positive work atmosphere. Analyze the role of attitude in shaping organizational culture and climate. How can management leverage attitudes to foster a positive work environment? (5 Marks)**

**Ans 2B.**

**Introduction**

Employee attitudes play a vital role in shaping the overall culture and climate of an organization. In a growing company with frequent changes, these attitudes become even more critical in determining how individuals respond to leadership, change, and teamwork. A disengaged workforce often reflects deeper issues with trust, communication, and emotional commitment. By focusing on attitude development, organizations can improve morale, boost