

# Assignment 12

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Both required books available for free at z-lib.org

- Organizational Behavior By Steven McShane and Mary Von Glinow (ISBN13: 9781259562792) (<https://b-ok.cc/book/3506401/b06bdd>)
- HBR's 10 Must Reads on Managing People by Dolly Chugh (ISBN 13 : 978-1511367240) (<https://b-ok.cc/book/5342875/32d4e0>)

- Describe the least motivated person you know. If you were the co-worker who had to work with this person day in and day out, what steps would you take to improve this employee's motivation and ultimately his/her performance outcomes? Note in this scenario you are not simply a bystander, your work performance is impacted by your co-worker's work or lack thereof.

**Base your answer on:**

- **Expectancy theory from Chapter 5 of Organizational Behavior book**
  - **Equity theory from Chapter 5 of Organizational Behavior book**
  - **Goal setting principles from Chapter 5 Organizational Behavior book**
  - **“One More Time: How Do You Motivate Employees?” article from HBR Must Reads on Managing People**
- You are a business professor at a university and you assigned a group project for the semester for your students. One of the students comes to you and reports that his/her group is a mess. One person does absolutely no work and doesn't even respond to emails or come to meetings. Another person thinks they know everything about everything and dominates the discussion whenever the group gets together. A third person never talks in the group – this person is painfully shy and English is not this person's first language. However this person does work off-line and brings the work to group meetings. How would you motivate the individuals in this group to put forth their best effort?

**Base your answer on:**

- Chapters 4 and 5 **from Organizational Behavior book**
  - “Saving Your Rookie Managers from Themselves” article **from HBR Must Reads on Managing People**
- Look at chapter 8 “Team Dynamics” from the Organizational Behavior book and describe how it will help you move forward in your career? Specifically show how you will apply these concepts of Team Dynamics in your own work to start your own business

- Look at chapter 11 "Conflict and Negotiation in the Workplace" from Organizational Behavior book and describe how and why it will be most challenging aspects of Organizational Behavior for you to manage in the workplace? What makes managing these aspects of Organizational Behavior particularly challenging for you? How will you face these challenges? How will you use what you learned this semester to face these challenges?