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**College of Administrative and Financial Sciences**

**Assignment 1**

**Deadline: 23/10/2021 @ 23:59**

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| Course Name: Organizational Behavior | Student’s Name: |
| Course Code: MGT301 | Student’s ID Number: |
| Semester: 1st | CRN: |
| Academic Year: 2021/2022 G | |

**For Instructor’s Use only**

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| Instructor’s Name: Dr . Mohammed Alshiha | |
| Students’ Grade: 00/ 05 | Level of Marks: High/Middle/Low |

**Instructions – PLEASE READ THEM CAREFULLY**

* The Assignment must be submitted on Blackboard (**WORD format only**) via allocated folder.
* Assignments submitted through email will not be accepted.
* Students are advised to make their work clear and well presented; marks may be reduced for poor presentation. This includes filling your information on the cover page.
* Students must mention question number clearly in their answer.
* Late submission will NOT be accepted.
* Avoid plagiarism, the work should be in your own words, copying from students or other resources without proper referencing will result in ZERO marks. No exceptions.
* All answered must be typed using **Times New Roman (size 12, double-spaced)** font. No pictures containing text will be accepted and will be considered plagiarism).
* Submissions without this cover page will NOT be accepted.

**Course Learning Outcomes-Covered**

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| **1** | Describe management issues such as diversity, attitudes and job satisfaction, personality, and values in organizational behavior. (CLO2). |

**Assignment 1**

**Reference Source:**

**Textbook:-**

Colquitt, J. A., LePine, J. A., & Wesson, M. J. (2019). *Organizational behaviour: Improving performance and commitment in the workplace (6th ed)*. Burr Ridge, IL: McGraw-Hill Irwin.

**Case Study: -**

**Case: PwC**

# Please read the case “PwC” from Chapter 3 “Organizational Commitment*”* *Page: - 83* given in your textbook – *Organizational behaviour: Improving performance and commitment in the workplace (6th ed)*. by Colquitt, J. A., LePine, J. A., & Wesson, M. J. (2019) and Answer the following Questions:

**Assignment Question(s):**

**1.** Compare the findings described above for Millennials to your own views on Millennial characteristics. What surprises you about the findings? What doesn't surprise you? **(1.25 Marks ) (Min words 150-200)**

**2.** If you think about the three types of commitment—affective, continuance, and normative—which do you think is most changed among Millennials (or twenty-somethings)? In what way? **(1.25 Marks ) (Min words 150-200)**

**3.** Consider all the initiatives and programs PwC uses to inspire employee loyalty. Do most of those seek to “move the needle” on affective commitment, continuance commitment, or normative commitment? **(1.25 Marks ) (Min words 200)**

**Part:-2**

**Discussion question: -** Please read **Chapter 3 “organizational commitment*”*** *Carefully* and then give your answers on the basis of your understanding.

**4.** Which type of organizational commitment (affective, continuance, or normative) do you think is most important to the majority of employees? Which do you think is most important to you? **(1.25 Marks ) (Min words 200-300)**

**Important Note: -** Support your submission with course material concepts, principles, and theories from the textbook and **at least two scholarly, peer-reviewed journal articles.**

**Due date for the submission of Assignment:- 1**

* Assignment-1 should posted in the Black Board by end of **Week-04.**
* The due date for the submission of Assignment-1 is end of **Week-07.**

**Answer:**

1.

2.

3.

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