|  |  |  |
| --- | --- | --- |
| **Kingdom of Saudi Arabia**  **Ministry of Education**  **Saudi Electronic University** | A picture containing text, outdoor, sign  Description automatically generated | **المملكة العربية السعودية**  **وزارة التعليم**  **الجامعة السعودية الإلكترونية** |

**College of Administrative and Financial Sciences**

**Assignment 1**

**Organizational Behaviour (MGT 301)**

**Due Date: 16/07/2022 @ 23:59**

|  |  |
| --- | --- |
| Course Name: **Organizational Behaviour** | Student’s Name: |
| Course Code: **MGT301** | Student’s ID Number: |
| Semester: **Summer Semester** | CRN: 50337 |
| Academic Year:**2021-22** | |
|  | |

**For Instructor’s Use only**

|  |  |
| --- | --- |
| Instructor’s Name: Ghadah Alanazi | |
| Students’ Grade: **00 /15** | Level of Marks: High/Middle/Low |

**General 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.

**Learning Outcomes:**

**CLO-Covered**

|  |  |
| --- | --- |
| **1** | Recognize the fundamental concepts, theories and principles, examine challenges of organizational behaviour. (CLO1). |
| **2** | Describe management issues such as diversity, attitudes and job satisfaction, personality, and values in organizational behaviour (CLO2). |

**Assignment 1**

**Reference Source:**

**Textbook:-**

Colquitt, J. A., LePine, J. A., & Wesson, M. J. (2021). *Organizational behaviour: Improving performance and commitment in the workplace (7th ed)*. Burr Ridge, IL: McGraw-Hill Irwin.

**Case Study: -**

**Case: LYFT**

# Please read the case “Lyft” from Chapter 3 “*Organizational Commitment*” *Page: - 81* given in your textbook – *Organizational behaviour: Improving performance and commitment in the workplace (7th ed)*. by Colquitt, J. A., LePine, J. A., & Wesson, M. J. (2021) and Answer the following Questions:

**Assignment Question(s):**

**1.** Consider the way that Lyft managers its drivers, compared to Uber. Should the things that Lyft does engender affective commitment, continuance commitment, or normative commitment? **(03 Marks) (Min words 150-200)**

**2.** Lyft’s drivers are technically independent contractors, rather than employees. Are there reasons to expect them to feel less commitment to the company because of that designation? Why? **(03 Marks) (Min words 150-200)**

**3.** Think about the job you seek to hold after graduation from your program. How would you answer the four STARA questions? If your organization began replacing employees with such technology, would that practice alter your commitment levels? **(03 Marks) (Min words 200)**

**Part:-2**

**Discussion questions: -** Please read **Chapter 2 & 4** **“*Job Performance & Job Satisfaction”***carefully and then give your answers on the basis of your understanding.

**4.** Describe a job in which citizenship behaviours would be especially critical to an organization’s functioning, and one in which citizenship behaviours would be less critical. What is it about a job that makes citizenship more important? **(02 Marks ) (Min words 200-300)**

**5.** Consider how you would react to 360-degree feedback. If you were the one receiving the feedback, whose views would you value most: your manager’s or your peer’s? **(02 Marks ) (Min words 150-200)**

**6.** What steps can organizations take to improve promotion satisfaction, supervision satisfaction, and co-worker satisfaction? **(02 Marks ) (Min words 150-200)**

**Important Note: -**

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

2. References required in the assignment. Use APA style for writing references.

**Answers:**

**1.**

**2.**

**3.**

**4.**

**5.**

**6.**

**Answers**

1. **Answer-**
2. **Answer-**
3. **Answer-**