

NMIMS Centre for Distance and Online Education (NCDOE)

Course: Organisational Behaviour

Internal Assignment Applicable for Jun 2026 Examination

Assignment Marks: 30

Instructions

- *All Questions carry equal marks*
- *All Questions are compulsory*
- *All answers to be explained in not more than 1000 words for question 1 and 2 and for question 3 in not more than 500 words for each subsection. Use relevant examples, illustrations as far as possible*
- *All answers to be written individually. Discussion and group work is not advisable.*
- *Students are free to refer to any books/reference material/website/internet for attempting their assignments, but are not allowed to copy the matter as it is from the source of reference.*
- *Students should write the assignment in their own words. Copying of assignments from other students is not allowed*
- *Students should follow the following parameter for answering the assignment questions*

For Theoretical Answer	
Assessment Parameter	Weightage
Introduction	20%
Concepts and Application related to the question	60%
Conclusion	20%

For Numerical Answer	
Assessment Parameter	Weightage
Understanding and usage of the formula	20%
Procedure / Steps	60%
Correct Answer & Interpretation	20%

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

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Q1 In a financial services firm, a high-performing team has recently shown a drop in productivity and enthusiasm. Team members report feeling undervalued and disconnected from the company's mission. The department head is aware that simply increasing financial incentives may not be sufficient. The head must apply at least three or four motivational theories from organisational behaviour to identify the underlying issues and develop strategies to re-engage the team. How can the department head apply motivational theories from organisational behaviour to address the issue of declining performance and re-engage the team?

(10 Marks)

Q2 A global retail corporation has rapidly expanded into new markets, resulting in a highly diverse workforce with employees from various cultural, generational, and educational backgrounds. While diversity has brought fresh perspectives, it has also led to misunderstandings, communication barriers, and occasional conflicts within teams. The leadership team recognises the need to foster an inclusive culture but is uncertain about which organisational behaviour strategies will be most effective. Evaluate the strategies the leadership team should adopt to manage workforce diversity and promote an inclusive organisational culture. Critically assess the potential impact of these strategies on team performance and organisational effectiveness.

(10 Marks)

Q3 (A) A financial services firm has recently encountered several ethical dilemmas, such as conflicts of interest and questionable reporting practices. Employees report uncertainty about what constitutes ethical behaviour, and managers struggle to provide clear guidance. The firm's leadership wants to establish a robust ethical decision-making model that can be applied across departments, fostering a culture of integrity and trust. Devise a model for ethical decision-making that managers can use to resolve complex ethical dilemmas in the workplace and encourage ethical conduct and reduce ambiguity for employees?

(5 Marks)

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- Q3 (B)** A large, traditional organisation operates with a strict hierarchical structure, where information typically flows from top management down to frontline employees through multiple layers. This scalar chain often results in delays, miscommunication, and a lack of feedback from lower levels. The leadership is seeking a new communication and feedback system that maintains necessary authority lines but also improves coordination, transparency, and employee involvement in decision-making. Design a communication and feedback system that enhances coordination and information flow across all levels of a hierarchical organisation. Briefly mention this would promote efficiency and employee engagement?

(5 Marks)
