

**College of Administrative and Financial Sciences**

**Assignment 1**

**Deadline: 15/10/2020 @ 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: 1441/1442 H |

**For Instructor’s Use only**

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| Instructor’s Name: Dr.Vinay Nagu |
| Students’ Grade: Marks Obtained/ 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** | Demonstrate a clear understanding of human work behavior in the organizational setting and the implications of organizational behavior in the process of management (Lo 1.2). |
| **2** | Recognize the impact of organizational culture on shaping values, attitudes and behavior (Lo 1.9). |

**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: Google**

Please read the case “**Google**” from **Chapter 6** “***Motivation***.” ***Page: - 187*** 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.** Do you agree with Bock that star performers should get a lot more—not just a little more—than average performers? If someone earning a 3 on Google’s evaluation system gets a 2 percent raise, what should employees earning 4’s and 5’s get? **(1.25 Marks )**

**2.** Given the budget issues created by giving star performers more, should someone earning a 3 get a 2 percent raise—or should they get less? What are the arguments for and against a 2 percent raise level for average performers? **(1.25 Marks )**

**3.** Consider all the things Google’s People Operations group does to motivate its employees. Which motivation theories do they seem to be leveraging, and how? **(1.25 Marks )**

**Part:-2**

**Discussion question:** **Page: -167**, please see the table and read carefully and then give your answers on the basis of your understanding.

**4.** Which of the outcomes in [**Table 6-2**](https://html1-cluster-e.mhlearnsmart.com/smartbook2/data/156931/highlighted_epub/OPS/s9ml/chapter06/reader_3.xhtml#data-uuid-cf7424593fee459db03c0090a4fd0350) are most appealing to you? Are you more attracted to extrinsic outcomes or intrinsic outcomes? Do you think that your preferences will change as you get older? **(1.25 Marks )**

**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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