



Assignment (1)

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MGT 205 : Organizational Behavior

College of Business Administration

Introduction

This assignment integrates essential theories of organizational behavior with practical analysis of how these theories manifest within a UAE-based company. Students will explore the dynamic interplay between organizational culture and environmental factors, providing a thorough understanding of their effects on organizational behavior. The aim is to foster a critical approach to applying theoretical knowledge in practical business contexts, enhancing both analytical and decision-making skills.

Assignment Details

1. Company Selection:

- **Objective:** Choose a UAE-based company, either local or international with local operations.
- **Company Profile:** Provide a detailed overview of the company's history, size, market position, and sector. Highlight key aspects that may influence its organizational behavior.

2. Organizational Culture and Environmental Impact:

- **Culture Analysis:** Describe the company's culture using specific organizational behavior theories
- Discuss how this culture affects employee behavior and organizational effectiveness.
- **Environmental Evaluation:** Critically evaluate external factors such as the economic environment, regulatory policies, and technological trends that impact the company's organizational behavior. Use specific examples to illustrate these influences.

3. Application of Organizational Behavior Theories:

- **Theory Application:** Apply various organizational behavior theories to understand the company's leadership, motivation, and communication practices. This could include Maslow's Hierarchy of Needs for motivation, Lewin's Change Management Model, and others.

- **Theory-Practice Link:** Discuss how these theories are observed in the company's strategies and employee interactions.
- 4. **Communication and Team Dynamics:**
 - **Communication Flow:** Assess the effectiveness of the company's internal and external communication strategies. Include analysis of communication barriers and how they are addressed.
 - **Teamwork Evaluation:** Analyze team dynamics within the company. Discuss how the organizational culture and external factors influence teamwork and collaborative efforts.
- 5. **Conflict and Change Management:**
 - **Conflict Resolution:** Identify a major conflict or challenge within the company and analyze it through the lens of conflict resolution theories.
 - **Change Dynamics:** Discuss significant changes the company has implemented recently. Evaluate these changes using relevant change management theories, focusing on employee reactions and adaptation processes.
- 6. **Critical Analysis and Recommendations:**
 - **In-depth Analysis:** Use organizational behavior theories to critically analyze the company's practices.
 - **Strategic Recommendations:** Provide detailed recommendations for improving organizational behavior, focusing on both internal adjustments and responses to external environmental pressures.

Requirements

- **Length:** 1200-1500 words by office word .
- **Format:** APA 7th edition format, including a title page, table of contents, introduction, main body, conclusion, and references.
- **References:** At least 10 scholarly sources plus internal company documents.
- **Submission:** Ensure submissions through the Student Portal comply with academic integrity, including thorough plagiarism checks.

Evaluation Criteria

- **Theoretical Understanding:** Depth of understanding and application of organizational behavior theories.
- **Environmental Analysis:** Comprehensive evaluation of external impacts on the organization.
- **Analytical Depth:** Clarity and depth of analysis regarding the company's organizational behavior.
- **Recommendations:** Originality, practicality, and theoretical backing of the suggested improvements.
- **Academic Standards:** Adherence to APA standards and thoroughness of research.