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COURSE CODE : MGT 216

**COURSE TITLE : Organizational
Behavior**

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(1)

Course title: organizational Behaviour
Course code: MGT = 216

Ans: the Q. No (1)

Q. Define leadership:

Leadership is the ability to guide inspire, and influence a group of individuals towards achieving a common goal or objective. It involves setting a direction, making decisions, motivating others, and fostering a positive work environment.

A leader's style is shaped by a variety of factors, including personality, values, skill, and experiences, and can have a significant impact on the effectiveness of their leadership.

P.T.O

There are several leadership styles that leaders employ, including

Autocratic leadership:

The leader makes decisions independently, without involving the team. This style is efficient in emergencies but can stifle creativity and collaboration.

The Authoritative leadership style relies heavily on getting to know each team member. This allows a leader to provide guidance and feedback on a more personalized level.

Pit'o

Democratic leadership

The leader encourage input from the team and makes decisions through consensus. This style promotes inclusivity but might slow down the decision making process.

Transformational leadership

Leaders inspire and motivate their team through a shared vision and enthusiasm. They encourage personal and professional growth, often resulting

in high levels of employee engagement.

Some of the key characteristics of transformational leadership include

- * A focus on the future.
- * A focus on change.
- * A focus on people.

Transactional leadership:

Leaders focus on rewards and punishments to motivate their team. They ensure tasks are completed but might not foster a strong sense of commitment or innovation.

Servant leadership

leaders prioritize the well-being of their team members, aiming to support and empower them. This style can create a positive and collaborative work environment.

laissez-faire leadership

leaders provide minimal guidance allowing team members to make decisions and manage their tasks independently while it promotes autonomy it might lead to confusion and lack of direction.

Charismatic leadership:

leaders rely on their personal charisma and charm to influence and inspire their team. This style can be powerful but must be reliant on the leader's personality rather than objective strategies.

Objective leaders often adapt their leadership style based on the situation, the needs of their team, and the organizational goals. Each style has its own strengths and weaknesses.

Answer to the Q. No. 2

② Stress in your words:

Stress is the body and mind's response to challenges or demands. Often resulting in feelings of tension, pressure or overwhelm.

Stress is a physiological and psychological response to challenging or demanding situations. It's the body's way of reacting to external pressures or internal concerns. Causes of stress can vary widely, including factors like work pressure
p.t.o

The causes of stress

Stress can be caused by various factors, including work-related pressures, financial difficulties, relationship issues, health concerns, and major life changes. External factors like deadline responsibilities, and demands can contribute, as can internal factors like negative thought and personal expectations, everyone's stress triggers are unique so it's important to identify and manage them effectively.

Experience stress:

- * Feel under lots of pressure
- * Face big changes in your life
- * Are worried about something
- * Don't have much or any control over the outcome of a situation
- * Have responsibilities that you find overwhelming
- * Don't have enough work, activities or change in your life.
- * Experience discrimination, hate or abuse
- * Are going through a period of uncertainty.

How stressed you feel in different situations may depend on factors like:

- * How comfortable you feel in certain types of situations.
- * What else you are going through at the time.
- * Your past experiences, and how these affect the way you feel about yourself.
- * The resources you have available to you, such as time and money.
- * The amount of support you have from other people.

Kind of situations can cause stress, these may include =

* Illness or injury

* Incontinence and problems nursing children

* Experience abuse.

* Experiencing crime and the justice system, such as being arrested going to court or being a witness

* Organising a complicated event, like a holiday.

* Everyday tasks, such as household chores or taking transport.

Friends and family

* Getting married or civil/partnered

* Going through a break up or getting

Being Divorced

- * Difficult relationships with parents
- * Struggling, friends or children
- * Being a career.

Employment and Study:

- * Losing your job
- * Long-term unemployment
- * Retiring
- * Exams and deadlines.
- * Difficult situations or colleagues at work
- * Starting a new job

Housing

Housing problems such as poor living conditions. Lack of security or homelessness
Money,

- * Worries about money or benefits.

Ans: to the Q. no. 3)

3) Characteristics of Decision making

Decision making involves the process of selecting a course of action among various alternatives. It is characterized by factors such as:

Such as:

Rationality: Ideally, decisions are rational, based on a thorough assessment of options and their consequences.

Objective: Decision making should be unbiased, considering facts and data rather than emotions or personal biases.

Risk and Uncertainty:

Decisions often involve assessing and managing risks, and sometimes must be made despite incomplete information.

Trade-offs:

Choices often require sacrificing one desirable outcome for another due to limited resources or conflicting goals.

Complexity:

Decision making can be intricate due to the involvement of multiple variables, stakeholders and potential outcomes.

Time Constraints:

Some decision need to be made quickly, while others can be more deliberative and take time.

Group Dynamics:

Decisions can involve collaboration among individuals with varying perspectives and interests, leading to negotiation and compromise.

Cognitive Biases:

Decision makers may be influenced by bias like confirmation bias anchoring, or availability heuristic.

Satisficing:

Sometimes, due to limited time or resources, decision makers settle for a satisfactory option instead of searching for the optimal one.

Emotional factors:

Emotions can play a role in decision making, influencing perseverance and outcomes.

Decision environments:

Decisions can be made in different environments, such as certainty known outcomes, Risk (known probabilities, and

Uncertainty unknown outcomes and probabilities.

Long-term vs. Short-term:

Decisions can have immediate effects or long-term consequences, requiring consideration of both timeframes.

Ethical considerations:

Ethical values can shape decisions ensuring alignment with societal norms and principles

Feedback Loop: Decisions often have feedback loops where the outcomes influence future

Decisions and adjustments.

Decision Styles: Individuals have varying approaches to decision making, such as intuitive, analytical, Directive, or conceptual.

Information Gathering: Effective decision often hinges on its proper implementation and execution.

Change Management: Decisions can lead to changes in processes, structures, or strategies, requiring management of these transitions.

Remember that Decision making is a complex process influenced by personal,

Ans: to the Q no (4)

④ The multi dimensional of stress: Stress is a multidimensional construct that comprises exposure to events, perceptions of stress and physiological responses to stress. A nuanced understanding of the links between stress and health requires assessment of each of these components in both acute and chronic scenarios.

Approach: The multidimensional approach involves the
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Cognitive, emotional, and social
 of perspectives taken as anal-
 ytical lens to examine students
 learning journeys in interdisci-
 plinary curricula and courses.
Dimensions of health are affected
by stress; stress affects all sys-
 tems of the body including
 the musculoskeletal, respira-
 tory, cardiovascular, endoc-
 rine, gastrointestinal, nervous
 and reproductive system.
 our bodies are well equipped to
 handle stress in small doses, but

The 4 Dimensions of Stress

Stress can be viewed along four
 Different Dimensions:

- * The cognitive
- * The affective,
- * The behavioral,
- * The Physical

can impact individuals in one or
 all of these areas.

Cognitive Dimension

The cognitive manifestations
 of stress have to do with our
 thinking and thought processes.
 If one's stress level is elevated
 and remains unchecked can

centration, locus, organiza-
 tion, and clarity of thought can
 be compromised. Elevated stress
 levels can also obstruct one's ab-
 ility to remember important
 details, and to listen to others
 time management and organiza-
 tion can all suffer in
 the cognitive realm when
 stress increases.

* Affective Dimension:

Likewise, at the affective level,
 one's emotions can be affected
 by stress, irritability, rapid
 p.t.

mood swings, unpredictable anger and sadness are all accentuated by increased stress levels.

Behavioural Dimension:

Increased levels of stress can also result in behavioural change like alcohol and substance use and abuse, and absenteeism issues.

It can also compromise our relationships with others. As stress increases we become less capable

of positive interaction with others.

Physical Dimensions

Physically, high levels of stress have been linked to change in appetite and sleep patterns either increases or decreases, weight gain or loss, and other health issues like high blood pressure and diabetes. Stress can also impact exercise regimen that in turn can have dramatic impacts on our behavior, our emotions, and our cognitive functioning.

Stress and its cause:

As already noted, mental health practitioners work in highly stressful environment.

include:

- * Caseload.
- * Clientele.
- * Job Expectations.
- * Role Ambiguity.
- * Role incongruity.
- * Role conflict.
- * Task overload.
- * Organizational issues.

While some people choose to deal with issues as they come up others choose to avoid them.

Ans: to the Q. No 5

⑤ Summarizes Five Ethical

Standards: There are five

Principles to an ethical Decision

autonomy to allow individuals

to make their own choice and

to treat people in accord-

ance. (Decisions should be

based on one's maximum good

nonmaleficent to cause no

harm and fidelity to remain

faithful and loyal in the

process keep them from

pit.

Five ethical include:

Utilitarianism:

This Principle focuses on maximizing overall happiness or utility. Actions are considered ethical if they lead to the greatest amount of good for the greatest number of people.

Deontology: Deontological ethical emphasizes the importance of following moral rules and duties. Actions are deemed ethical based on whether they fit in

adherent to universal principles
regardless of the outcome.

Virtue Ethics:

Virtue ethical and ethics
centers around developing
good character traits and virt-
ues. Ethical actions arise from
cultivating virtues such as
honesty, compassion and courage.
A trait-like that leads to mor-
ally and socially valued actions

- * Not fixed in an individual
- * Difficult to put into practice.
- * There are their opposites as
Pit's

are unethical

* Kind actions are ethical

* Unkind actions are unethical

Rights-based Ethics:

This standard asserts that individuals have inherent rights that must be respected. Ethical actions are those that uphold and protect these fundamental rights regardless of potential consequences. The term right can be defined as a justified claim that individuals and groups can make upon other individuals or upon society

P.T.O

Right-based ethics means that ethical behavior must uphold the rights of people. Such as civil rights within a democracy.

Justice Ethics: Justice ethics

focuses on fairness and equality. It involves distributing benefits and burdens equitably among individuals, considering factors like merit, need, and contribution. The ethics of justice deals with moral choices through a measure of rights of the people involved and choose the solution that seems to

P.t's

Damage the weakest people
 Protected in a respect for the
 legal system, it applies in the
 western Democracy ideas like
 Social contract theory to every
 day moral decisions.

* Experts generally define organiz-
 ational justice in terms of .

* Distributive justice

* Procedural justice

* Interactional justice .

* Justice or fairness refers
 to the idea that an action or
 decision is morally right which
 may be defined according

part.

according to ethics, religion, equity or law.

These standards provide various frameworks for approaching ethical dilemmas and guiding decision making. Justice Rational decision making universal principles and rules consistency Respect for the rights of man Equality impartiality accountability for decisions obligation according to rules autonomy and self determination.