Week 4 Discussion Question Paper

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Abstract

This study is aiming to investigate the role of personal and collective work identity. More precisely, the emotional component of work identity was more pronounced in personal work-bonding relationships, and the cognitive component, of work identity, in contrast, was more pronounced in collective work-bonding relationships.

Keywords: work, identity, relationship

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[The body of your paper uses a half-inch first line indent and is double-spaced. APA style provides for up to five heading levels, shown in the paragraphs that follow. Note that the word *Introduction* should not be used as an initial heading, as it's assumed that your paper begins with an introduction.]

Define organizational behavior? What is its focus?

organizational behavior organization is a combination of different individuals who work either in a team or individually. When the individuals work in the form of a team, the performance of each individual matters in the final accomplishment of the team goals, as the given case indicates that one of the team members is lacking the required level of commitment, it can create a significant issue for the rest of the team members as his or her lack of commitment may drag the performance of the entire team. In this situation, as a manager, I would invite that individual and have a face to face interaction with him. I will ask the individual about the level of performance and involvement in the team. I will also ask him or her how does he or she rate his or her performance. In order to provide the real picture of the performance, I would compare the level of performance and involvement of him or her with the rest of the team members. I will also utter to the individual that as he or she is working in the team, then his or her performance and involvement also plays a significant role. I would ask the reason for the lower performance, why he or she is not motivated if he or she faces any issue in the team or the job assigned to him, or her is not motivating. I will tell him that the teams are mean for the collaborative efforts, and if the performance of one of the members drops, this will reflect in the overall performance of the team. I will also explain the advantages of working in a team as there are many members, so everyone is curious and active to help the other members, and if there is any issue, he or she

must interact with the team leader. In the above response, the source of interaction will be the

performance record of the team member, the receiver will be the individual who is having a lack

of commitment, and the message will include the reasons and factors to put the best effort in the

team.

Do companies have a responsibility to raise women's salaries to accommodate their roles as

primary breadwinners? Why or why not?[1]

Families have evolved over the years. No longer do we just see the traditional families that
involve a man, woman, and children. Now more diversity exists among the different forms of
families, and as a result, there is a change in the family tends. In addition to this change in the
dynamic of families, we are also seeing a change in the gender roles within families. No longer
are families or society sticking to the norm that men are the sole breadwinner and head of the
household. Women are taking on more of the economic responsibility of the household, whereas
men are taking on more responsibility regarding the caring of the house. For instance, men are
helping more in taking care of the children, maintaining the cleanliness of the home in addition
to their normal responsibilities of providing. The roles of families are no longer well-defined.
Roles within families change daily or to accommodate the needs of the family at the time. After
doing some research, I found two sources that give information on the change we see in family
roles. One article discusses the role of fathers in a family, and the other discusses the role of
genders within a family. Raising the salaries of women to make them primary breadwinners
means discrimination on sexual grounds. Companies must not discriminate males or females in
raising salaries, and this must depend on their abilities and performance. When deciding to raise
salaries, companies must consider employees and not male or female. Hence, they must not raise
women's salaries, which shows they are biased and hence must raise the salaries of their
employees to accommodate their role as primary breadwinners.

Briefly describe the elements of the formal and informal organization. Give

examples of each.

The formal organization is made from the hierarchical relationships between people

working in an organization. The formal structure of an organization can be seen from its

organizational chart. Elements of a formal organization include objectives, job description,

financial structure, policies, and authoritative structures. Informal organizations are established.

As a result, social relationships between the people working in an organization. Elements of the

formal organization include perception, attitudes, group norms, feelings, and values of

employees. Examples of formal organizations include organizations having well defined organizational structures like Nike, Dell, and Toyota. An example of an informal organization includes communities of common interest and social networks.

What are the potential benefits and problems of diversity?

The workforce in an organization is diversified based on different characteristics like age, culture, gender, religion, personality, sexual orientation, and the social status of the people. The workforce diversity has both advantages as well as disadvantages for a firm. employees can utilize diversity management to attract and retain their employees. it would help them improve their decision-making ability, adopt flexibility, develop innovative products, and enhance their marketing approach potential disadvantages of workforce diversity include the employee's resistance to change, communication problems, workplace conflicts, and poor coordination among team members.

What are individual differences, and why should managers understand them?

What are some of the ethical challenges encountered in organizations?

currently, an organization working across the globe are facing the following ethical challenges.

- Environmental issues created due to the company's operations like emission of harmful chemicals and gases or excessive use of natural resources.

- Employer's biasness towards employees of different cultural and social norms.

- Increasing cases of sexual harassment.

- conflicts of interest at work.

- employee theft.

- Employer's biasness towards a female employee.

How do some companies accommodate the differing needs of a diverse workforce?

Workforce diversity is one of the most significant advantages of the modern world. It has enabled companies to increase their productivity, creativity, and reputation. However, accommodating the requirements of a diverse workforce is also a challenge for the companies. People having different cultures, values and beliefs have different sets of requirements. companies can adhere to their requirements with the help of the following techniques:

- promote harmony at the workplace using cross-cultural sensitivity
- strictly regulate the anti-discrimination policies at the workplace based on gender, race, age, or ethnic origin.
- organizations can encourage their managers to develop a global perspective by conducting workshops and seminars on cross-cultural sensitivity workshops
- furthermore, the organizations can promote cross-cultural task force to avoid the cultural barriers among the employees and the managers

What are individual differences, and why should managers understand them?

Individual differences represent different factors that provide uniqueness to each individual; these differences include varying sets of personalities, attitudes, perceptions, skills, abilities, values, and ethics of individuals.

Managers face challenges to work with people possessing different characteristics, social perceptions, and attributions of causality. They need to understand individual differences to recognize the unique requirements of employees. It helps them to address the employee's needs more effectively.

Suppose you have an employee whose lack of commitment is affecting others in the work group. How would you go about persuading the person to change this attitude?

Attitude may define as the tendency or learned predispositions that we show towards an aspect of our environment.

A person's attitude is because of the value and belief that one possesses or has been accumulated over time. So, persuading the person to change this attitude, one must first see through the belief and value.

The person may have that attitude because of compliance, which is founded on the fundamental idea that people want to be accurate and right. Thus, in the group, he might not like it if some one's idea is taken, and he is discarded. Thus, this might gradually lead to a lack of commitment.

Thus, he must be adequately explained why he is wrong and give in some change to give an idea on any project and accept it to as to motivate him.

What are the five categories of motivational needs described by Maslow? Give an example of how each can be satisfied

Motivational need theory is a theory of of motivation that emphasis on interpersonal or psychological needs of an individual. The theory is based on needs hierarchy.
The following are the five basic needs in Maslow's need hierarchy
- physiological needs: the physical requirements that are needed for human survival are called physiological needs. The human body will not function properly in the absence of these requirements
- safety needs: physical safety, as well as economic, are required to live a peaceful life love and belonging these needs start developing in a person since childhood. People make and maintain significant relationships, such as friendship, family, and intimacy.
- Esteem: this need represents the urge of a person to feel respected and valued.
- Self-actualization: this kind of need refers to the realization of a person's potential about themselves.

Footnotes

[1][Add footnotes, if any, on their own page following references. For APA formatting requirements, it's easy to just type your own footnote references and notes. To format a footnote reference, select the number and then, on the Home tab, in the Styles gallery, click Footnote Reference. The body of a footnote, such as this example, uses the Normal text style. *(Note: If you delete this sample footnote, don't forget to delete its in-text reference as well. That's at the end of the sample Heading 2 paragraph on the first page of body content in this template.)*]
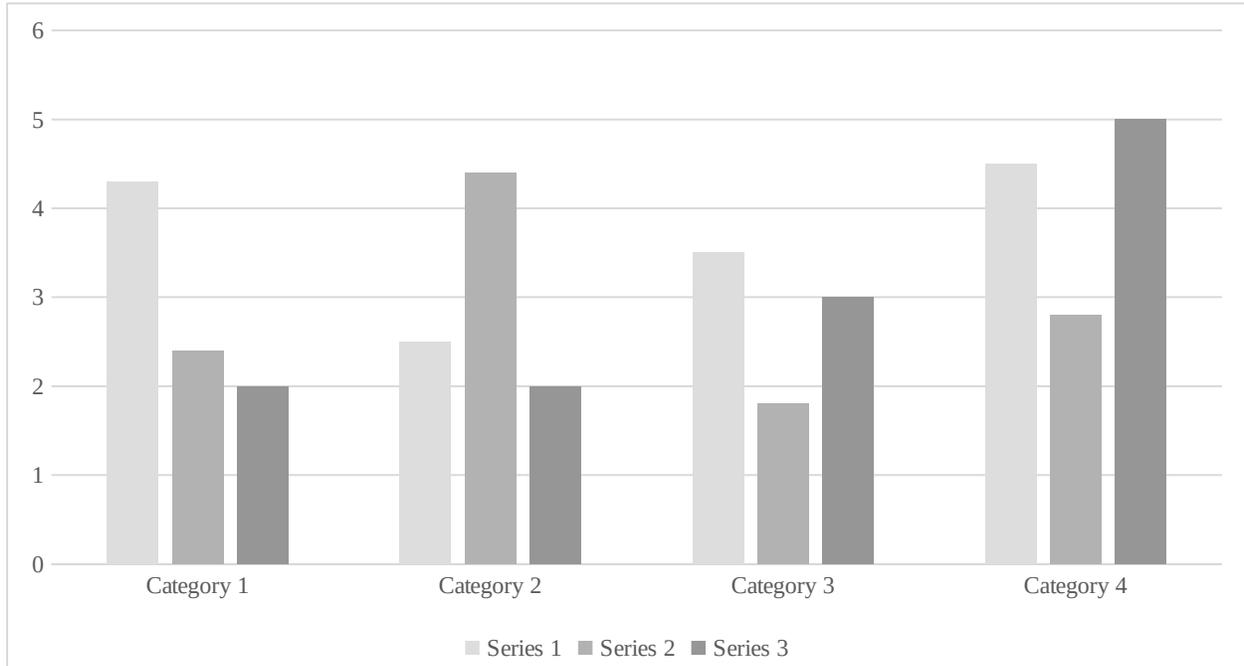
Tables

Table 1
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