



Online Spring II - 2020
HRM 300: Organizational Behavior
Weekly Assessment IV

Chapter Coverage: Chapter 8: Learning & Decision Making

NAME OF THE STUDENT	
UNIVERSITY ID NO.	

INSTRUCTIONS: Read the below discussed situation and answer the following questions using the provided resources, your course textbook (Chapter 8: Learning & Decision Making) & your own relevant ideas/insights based on the online learning sessions/interactions:
(50 x 2 = 100)

Bilal has recently joined as a Trainee Sales Officer with a leading cosmetics company in Manama. He has not received any formal training that could help him in his job. His company believes in making him learn on the job through observing other senior sales officers and through personal experiences. In the next two months, Bilal is expected to learn all the details related to their cosmetic products range.

As a sales professional, his performance will be reviewed and evaluated every quarter, based on the volume of sales that he manages to make. Meeting the assigned quarterly sales target will make him eligible to receive attractive incentives and bonuses.

Bilal is very excited and highly motivated because of their attractive incentive/bonus plans; he intends to give his best performance and to grow his career with the same company for a relatively longer period of time.

1. Based on what we study in Chapter 8, discuss the type of knowledge that Bilal is gathering in his new job. Do you think that this way of learning is effective? Support your answer with relevant reasons.

2. How will effective learning impact Bilal's decision-making skills, his overall job performance and his organizational commitment? Discuss the nature and schedule of reinforcement that Bilal's company seems to have adopted.

IMPORTANT NOTES:

You are expected to answer these questions comprehensively with detailed explanation and examples wherever applicable (at least $\frac{3}{4}$ page answer for each question).

Please answer each part of the question in a separate paragraph and cite relevant sources that you refer to in APA style.

If you have any doubts or questions, please feel free to discuss the same with your instructor during your online chat sessions, on forum discussions or via email.