



# AUM

**American University Of The Middle East**

**Spring 2020 - II**

**HRM 300: Organizational Behavior**

**FINAL ASSESSMENT (20%)**

**Individual Assignment – TurnItIn (*due before 06/08/2020, 23.59*)**

**Chapters Covered: Ch. 4: Job Satisfaction;**

**Ch. 5: Stress**

**Ch. 7: Trust, Justice & Ethics;**

**Ch. 8: Learning & Decision Making**

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|----------------------------|--|
| <b>NAME OF THE STUDENT</b> |  |
| <b>SECTION</b>             |  |
| <b>UNIVERSITY ID NO.</b>   |  |

**INSTRUCTIONS:** Please answer the following questions using your course textbook, the provided resources and your own relevant ideas/insights based on the online learning sessions/interactions:

**Section A - Chapter 4: Job Satisfaction**

**(20 Points)**

1. As an organizational leader, how would you enrich jobs in your organization to create higher levels of job satisfaction? How can an attitude survey aid in improvement efforts?
2. Discuss the role played by job satisfaction in overall life satisfaction. Which of the five facets of job satisfaction (discussed in the value-percept theory) do you value the most? Justify your choice with relevant reasons.

**Section B - Chapter 5: Stress**

**(20 Points)**

1. Discuss the different work and non-work hindrance stressors that we study in this chapter. Which of these stressors can an organization address more effectively? Support your answer with relevant justification?
2. As an organizational leader, how will you help your employees deal with work hindrance stressors? With a suitable example, explain how supportive practices can help reduce employees' stress levels.

**Section C - Chapter 7: Trust, Justice & Ethics**

**(30 Points)**

1. As an organizational leader, which type of trust (disposition-based, cognition-based or affect-based) would you like to promote in your organization? Justify your choice with relevant reasons.
2. How can trust increase employees' ability to focus? With suitable examples, explain the difference between distributive justice, procedural justice and interpersonal justice.

**Section D - Chapter 8: Learning & Decision Making**

**(30 Points)**

1. Assume that you are about to purchase a new car, of a certain brand/model which you have not used earlier. Explain why this may be considered a non-programmed decision. Apply the steps of the rational decision making model to make a new car purchase decision.
2. Discuss the impact of satisficing on the quality of decision outcomes.

**IMPORTANT NOTES:**

**You are expected to answer these questions comprehensively (at least one-page for each section) with detailed explanation and examples wherever applicable.**

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