

SEMESTER SPRING 2013

HUMAN RELATIONS (MGMT611)

ASSIGNMENT NO. 01

DUE DATE: MAY 15TH, 2013

MARKS: 20

TOPIC: PERSONALITY AND PERCEPTION

ASSIGNMENT:

First job always holds a fascination for new graduates if, they get the right job according to their personality. But what if they still get into the right place and become unhappy and unmotivated!

After having a month holiday, Hina was excited for becoming a Market Researcher in a Multinational. Apart from internship and few other academic projects she had no practical experience. After joining, she was fervent to show her strengths and motivation by working wholeheartedly and rushing into things to meet deadlines. She was a robust, hardworking and time conscious youngest girl in her department.

During the first few months, she successfully managed to develop good professional relationship with her coworkers and manager as well. Besides her team, she was also able to communicate with people from other departments of the company.

Recently the Manager identified that the customers' preferences are changing and now they need to have more unique features and reliability in the product. For this purpose, he developed a team of six members including Hina and five coworkers: two are young college graduates but more experienced than her, whereas; the other three are considerably older employees. Due to competent nominations in the team, "Team Leader" was not decided yet for initial period so, all had to work with full cooperation. Team was working smoothly until routine work was carried out. But when decision making started, Hina analyzed that there are obvious personality variances which are causing decisions to be pending.

She observed that two team members arrive late in the team meetings, remain patient and relaxed, two are always busy in socialization with other people of the department and the one

is quite sluggish in data sharing as he always believed that effective decision making requires quality time. This made Hina frustrated as she was desperate to complete the project before time. She was concerned with the behavior of the team members who were not meeting deadlines. During this time, she wanted to speak to all the team members regarding this situation but she was hesitating due to her first job. She could not talk to her manager as well because everything was so bewildered.

There were few points that were hovering in her mind that *if I am so motivated about this project then why other members are not? Why they are not like me? Why don't they get along with each other to achieve the end result? Is this the right team for me?* These all thoughts occupied her and she became stressed.

Questions:

Identify and explain what factors constitute the work style of Hina. Also highlight the events in the case. (10 marks)

Hina has her own perceptions regarding her first Team Project. Keeping in view the above scenario, identify does she has Projection or Expectation Biasness? Justify your answer. (10 marks)

IMPORTANT:

24 hours extra / grace period after the due date is usually available to overcome uploading difficulties. This extra time should only be used to meet the emergencies and above mentioned due dates should always be treated as final to avoid any inconvenience.

OTHER IMPORTANT INSTRUCTIONS:

DEADLINE:

- Make sure to upload the solution file before the due date on VULMS.
- Any submission made via email after the due date will not be accepted.

FORMATTING GUIDELINES:

- Use the font style “Times New Roman” or “Arial” and font size “12”.

- It is advised to compose your document in MS-Word format.
- You may also compose your assignment in Open Office format.
- Use black and blue font colors only.

REFERENCING GUIDELINES:

- Use APA style for referencing and citation. For guidance search “APA reference style” in Google and read various websites containing information for better understanding or visit <http://linguistics.byu.edu/faculty/henrichsenl/apa/APA01.html>

RULES FOR MARKING

Please note that your assignment will not be graded or graded as Zero (0), if:

- It is submitted after the due date.
- The file you uploaded does not open or is corrupt.
- It is in any format other than MS-Word or Open Office; e.g. Excel, PowerPoint, PDF etc.
- It is cheated or copied from other students, internet, books, journals etc.

Note related to load shedding: Please be proactive

Dear students!

As you know that Pre Mid-Term semester activities have started and load shedding problem is also prevailing in our country. Keeping in view the fact, you all are advised to post your activities as early as possible without waiting for the due date. For your convenience; activity schedule has already been uploaded on VULMS for the current

semester, therefore no excuse will be entertained after due date of assignments, quizzes or GDBs.