

Name: Muhammad Hassan Raza Abbas
Roll no. 19L-2038

Quest no. 3: Assuming that you work in a gender diverse environment, briefly describe ten things you would do or not do, in keeping with the Islamic perspective on gender diversity. (10 marks)

1. In a gender diverse environment one can work very progressively in effect way so to take benefit from this pool of great talent I will make good working relations with staff, workers.
2. As gender diverse places discourages the women talents and miss indicate their professional skills so one should putout himself from this myth and allow women to work productively make a difference.
3. I will must create a gender diverse challenge to take innovation in companies's projects which may enhances the opportunies.
4. As in Islam man and women have equal rights. So in a work place from these both genders one can work equally with a groupied collaboration. Because according to research a women have comparatively more stronger skills.
5. According to Islamic point of view a women can also take part with a man especially with her husband, with whom she have to walk through the good or bad circumstances. Hence a work when done with the collaboration of a wife as a working partner in a workplace with combined knowledge, both can show better conversation about a team work.
6. As islam provide protection to a women in every filed of life. So working in a gender diverse workplace one should keep in mind not to disrespect women during work and do care of her according to Islamic way.
7. As in HR departments women may suffer differ problems, hiring, pay deciding, training and promotion. for this a refined model of gender discrimination will be needed

8. In gender diverse workplace the model of gender perception must contain reciprocal behavior of gender inequality in a company.
9. Islamic model explains the independency of man and women so both must allow to work independently in an organization's climate without any inferiority complex.
10. In a gender diverse organization sexism behavior must be demoralized to get positive response of groupied tasking.

1.

- a. **Briefly describe 3-4 benefits you have experienced during your telecommuting (Work From Home) experience this year, keeping in view the course material on this topic. (4 marks)**
- b. **Also mention 3-4 drawbacks. (4 marks)**
- c. **What 2-3 recommendations would you give for improvement? (3 marks)**

- A. During this pendemic covid 19 this telecommuting work experience feels good at some extent.
- I enjoyed a healthy sleep on time without having traveling tiredness. Daily office task I completed in breaks by creating a favourable environment on my working table by having breakfast or by taking a healthy strong cup of tea.
- I think I enjoyed telecommunication in proper way, making login and log out on time by completing my daily task on time.
- I was able to give my presence to my family which was the most benefical and relaxing for myself during telecommunication working period.
- B. Telecommunication working make sometimes fed up yourself of a lot of working on different timing for separate team/ or office tasking.
- Sometimes feeling of loneliness disappoints you because in office everyone has his healthy environment which peruse him to work but sometimes one experiences the distraction from home by getting no proper place to work.

To make your motivated in relaxing environment of home is also another hard task. Sometime we face the problem of electricity shortage and most importantly not reliable connection of wifi during meetings. Also decreasing face to face communication of workers.

- C. As to moving up to online video calling sources like google hangouts, slack, zoom etc. this practice is seems to working effectively and smoothly without having meetings in personal, this practice should be improved for workers ease.

A company must provide a considerable internet connection to make workers progress effective.

To make workers satisfied a company must make a look on its vocation allowances along with some bonuses with peruse them to work honestly and healthily.

3. Referring to the various stressors, conflicts, their effects and coping strategies discussed in the course

- a. Give a personal example of 4 different stressors or conflict, from your experience. Mention the type (stressor or conflict) and its level before giving the example. (4 marks)

Give 3 examples of effects that you may have experienced from stress and/or conflict. (3 marks)

- b. Give 3 examples of effects that you may have experienced from stress and/or conflict. (3 marks)
- c. Mention 3 effective coping strategies that you have used or think you can use to reduce these effects. (3 marks)

Answer of A).

Stress:

An adaptive response, mediated by individual differences and/or psychological processes, that is a consequence of any external (environmental) action, situation, or event that places excessive psychological and/or physical demands on a person.

Types of stressor:

- A reaction to a situation or event
- May be impacted by individual differences
- Places excessive psychological and/or physical demands on a person
- Can be positive (Eustress vs. Distress)
- Excessive and prolonged stress is damaging

Example:

if we consider job stressor. It may include following factors;

- Individual stressor
- Group stressor
- Organizational stressor
- Extra-organizational stressor

Individual stressor:

- o may be of personal type
- o Creating personal control on someone
- o Feeling of helplessness
- o Psychological disturbance

Group stressor:

- o Dislikes

- o Lack of social support
- o Lack of group cohesiveness
- o Lack of social support

Organizational stressor:

- o Lack of participation in decision
- o Tight control
- o Little performance feedback
- o Centralized decision making

Extra-organizational stressor:

- o Relocation
- o Financial and economic conditions
- o Class, gender and race differences
- o Community and residential conditions
- o Family
- o globalization

Conflict:

Conflict is simply disagreements between people based on two types of issues: substantive or affective issues.

Substantive conflicts deal with disagreements or arguments regarding tasks, goals, job assignments, how to allocate resources, or really any other issues with regard to the team's actual work and work processes.

Affective conflict, also known as **emotional conflict**, has to do with disagreements resulting from individual feelings - anger, dislike, distrust, resentment, fear, etc. This is generally the result of interpersonal issues among team members.

Level of conflict:

If we move from micro to macro level of conflict, it contains;

- o intra-individual conflict
- o interpersonal conflict
- o inter-group conflict
- o organizational conflict

Types of Stress has to face in a workplace:

1. When you do your best to complete your task in the given time but still your boss keeps pushing you are keep telling there is a mistake and there is mistake and never say something good, I had made for the specific work or project. In this state a person can be burnout and say I will do it according to my mood or create a side effect in the given task.
2. Another stress is fear of being eliminated from any task or other. Its happen when you have toxic boss and he doesn't like you than to work in the organization become very unpleasant that you will face toxic environment in your office.
3. Stress you face when you do overwork, you do non stop assignments or task and meet deadlines.
4. Bullying and gossips about you in the office also creates stress.

Types of conflicts has to face in a workplace:

1. In an organization every organization has its own leadership style, some lead it in leadership style some lead it as a boss. Than there come conflicts between employees and higher managements or authorities.
2. Work Style conflicts
3. Personality based Conflicts
4. Discrimination

- a. What have you understood to be the main concepts of the Care and Growth model of leadership? (6 marks)
- b. Also briefly discuss 4 of the similarities and differences (at least one of each) between this model and the other models of leadership studied in the course. (4 marks)

Answer of A.

As we know leadership is kind of ability or power to achieving the employee's trust and in result getting progressive work from an employee or a person.

Care and growth model of leadership describes leadership as leader is a person supports people, listens, cares, and shows interest their well-being, understands their worth in the workplace, and pays them well.

That person is always honest with their people, pushes them. He is knowledgeable of them, teaches, and holds and others accountable for employee's actions.

Care and growth model defines the qualities of a leader, such as: people/employee doesn't simply expect the leader to be nice all the time, they expect care and honesty, even if that honesty hurts at times.

Another thing to note is that if a leader displays these kinds of characteristics, the employee will want to impress the leader, and will not be afraid to ask for help as if he knows that the leader will appreciate the fact that they are driven to learn more.

This kind of leader is successful as they do two specific things: they care for their subordinates, and they allow them opportunity for growth.

Answer of B.

Etsko Schuitema model of care and growth provides empowerment to a leader which allow him to be strict and enforces subordinate on work. Most of the time a leader seems to be not to nice with them.

Empowerment provide people

- Means
- Ability
- Accountability

To do work.

Means about to resources, tools, information, authority and standards to do work.

Ability is about competency, knowledge of work, hardworking.

Accountability is the most significant part of empowerment that assigns a work to do may be big or small. If it is big then there is responsibility of subordinate to make it fulfill on time from workers or if it is small then one should done it fruitfully.

And

Schuitema Human Excellence Group, a management consulting and human development organization tell us about care and growth model of a success leader forms a thriving team which is full of competency and has ability to achieve any goal. These competent people makes a successful organization that in the end leads to a happy customer.