**Individual Assignment**

**From Organizational Behaviour**

**Full Name: DONIYOR MATMUSAEV**

**Student ID: 2019380135**

**The story about «Lan yu Chong Shu»**

The story takes place in ancient China, where an legendary king loved to listen to the music called «YU» it is a kind of music which is played in the musical instrument made from bamboo. The king liked to listen the music when it was played by a great many people about three hundred people at least. There was also a man who loved big money, but had no skills, being too self-confident he was able to join the ensemle and was imitating to the group of musicians who were playing the music for king and as a matter of fact was getting a salary in huge amounts. Finally, one day king died, and his throne was inherited by his son, who loved to listen the «YU» by solos. So, Nanguo the unskilled person had to escape in order to prevent him to be unrevealed and punished seriously.

In my point of view the self-confidence of Nanguo(unskilled person) is worth prizing, because in team the self-confidence of employees plays a great role in their productivity. As an insecure employees are hard to evaluate, hard to coach, hard to develop. And management relationship with such kind of employees will be complicated too. Therefore, partly Nanguo deserved that place in ensemble, however the significant drawback of his was he thought that he could cheat for a long time and did not want to learn that singing skills. He had a great deal of time to acquire those music skills but he did not do it. I would give two reasons for this phenomena:

* Lack of willingness to acquire those skills;
* The inattention of ensembles leaders;

It is true that for public and King to notice the incompetence of Nanguo, but in ensemble there also were highly-skilled professional musicians who could observe and mention this inability of Nanguo and take actions either train him or reveal his inability and let him be punished.

So, do we have such kind people like “Nanguo” in our society? And how management deals with such kind of self-confident but unskilled employees? For sure, everywhere in any sphere we can encounter with such kind of people. I have already mentioned above about the importance of employees’ self-confidence, however we should not forget about the significance of employees professional skills. Skilled workers help to business move and develop fast. In case of encountering employees like Nanguo among team members, the Management must take actions immediately from the case above if management mentions such phenomena it can also either train that unskilled employee or just fire him. In my opinion, firing would not be best solution, as HR department will have to look for new employees waste time and resources. Instead of firing, management can train that employee and that unskilled will feel more valued and much more motivated then other employees and one day he can be the main factor of the business success.

I would like also point out about benefits and drawbacks of team work. For sure, It is clear if there are highly-professionals who know their job quite well there will be better decisions, services, better data sharing, employees will feel more valued and motivated and as I already mentioned above Business will move faster. However, we should not also avoid that team work may have some challenges like in story above where you may have unskilled employees which can lead to **process losses, social loafing less productivity and so on…** Except the some solutions I already gave above I would like also to tell about **Ann Arbor** software company’s team player selection method. The company identifies job applicants with the best team skills through a group selection process in which applicants are paired with each other to complete software tasks, I think it is also good method to identify the skills of potential employee before hiring them.