Abdul Rehman, 192-1135, CS-D1, Pg no. 1 Case Study Introductions

The case study discusses the core issue that how the ideas of a new participate in a group were not given due attention by the formal

participates of that geroup. The scenario revol**ves** aromad the better fact that the sen*i*ors *i*n an organization have an ignorant attitude towards

the two opinions and participation of a novice in a group meeting. The purpose is to inform how in the storming state of a group, the seniors decide the power play in the group, making the new member a passive participant. Background:

The case we are analy**zing shows howe Pasim** was excited about being in the list of people selected for ma*ki*ng a foresentation on th*e Review* and Renewal of Horing Policies in the Annual Meeting " Qasim was eagar to present his ideas. to the seniors as he was the only novice in the group. He researched and worked hard to prehare his points as he wanted to play his role in the amendment of some hiring policites. but the moment when he entered the meeting room, the three senior members of king group

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Abdul-Rehman, 191-1135, CS-D1, Ramade gave him a cold shoulder, totally ignoring his Involvement or his opinions in the meeting by telling him to only make changes in the last year's presentation on the points that they had composed in the meeting. In the lit*e*rature given to us " Coroup Problem Solving

Process" it is stated that "Develch Alternative Approaches: Make a list of as many possible • solutions as you can. Do not judge correctressor feasibility here, however, in the above cases the group at did not list all the possible solution as they didnot invite Qasim to give his evalution of all the solution. *A*lso in the literature, it is also stated Ques**tioning** Atau Approachi As you move through each section, allow your group to take sufficient time to their critically before moving on, but the seniors did not give Qasim a chance to share his critical opinion on the points

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- Abdul Rehman, 1*91-113.5*.CS-D2., Pg .3

Alternatives.

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The first alternative is that Qasim could have

informed the his group members, before hands that he was going to prepare some points

on the Hiring policites rather than my inform them at the that meeting but this might :

not work as they could again have the meaing among themselv*es,* and not giving

Qasim a chance to share his views. The second alternative is that Qasim should have been more couragious and should have shoken his mind, before the seniors had to left the meeting room, however, it could also back fire as the seniors can consider Qasim as inexperienced, totally rejecting his views. The third alternative is that Mr. Y should have stopped the other to two seniors and asked them to take Qasim's opinion rather than passing a demeremang remark. The But this could fail as the other two could have made a tame an excuse that they had something to do.

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Alodul: Rehman, 191-1135, CS=D1, Lywood Proposed solution:

In my opinion, the proposed solution is that Mr. x should have asked Qasim for his opinion of the points they (the seniors) had formulated , encouraging his involvement (pasinis in the conversation belone

hisn the task.

Even in Pakistan, in organizations, the senior members of any group, totally discard or devalue the opinions or ideas of their juniors and don't give any importance to the engagemen of the juniors in the discression In conclusion, I would say that to think that La junior's opinious isnot that important when

three seniors have already discussed on et, is natural in any group, however, to worke in a group means to give equal importance to every member's opinion and selecting the best solution or proposal. Therefore, the three seniors should also listen on hear out .. Rasinis proposal, so that every member could participate in the conversation and they could come to a collestive agreement of the forest proposed

the solution and other problem atli

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Aboul-Redman, 191*-11*35,C5-D1, Pgno.5 Scenario Questions

*G#*1

@ Passive behaviour is expressing our personal

preferences or our rights as we value our connection with people more than our freedom and we donot fight for our rights & because we are afraid of losing our connectio with other person. @ Aggressue belaviour is to enforce ourueras ser hersiviour is to enforce ourneeds

I and preferences over our partarer's needs - without any sera regret.

Assertive behavior is to defend or give Inahortance to our needs also reshecting the needs of our partner The solution to the problem is that the student should have an assertive behavior, this will not only helh him solve his issue more calmly, but also, it will help preserve hus image in the eyes of the teacher.

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Abodul- Rehumran, 191-*1*135, CS-D1, Pg no.6

G#2 The co-workers should address in or understand Robert's needs and should not hass such remakes on him, this will satil satisfy Robert is need and resolve the issue. 10 Identify the problem:

3 Robert should inform the co-workers that his mother's last name is Hispanic, but his last name isn't Hispanic. o Describe the the problem in terms of feeling: - Robert should inform his co-workers

that he bed feels like a "race traitor" when he doesuot bother to address on their jokes

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