

LOVELY PROFESSIONAL UNIVERSITY

School of Computer Applications

Name of the faculty member: **Mr. P B Narendra Kiran**

Course Code: MGN502	Course Title: Management and Organisational Behaviour Dynamics
Academic Task No: CONTINUOUS ASSIGNMENT-1	Academic Task Title: Presentation
Date of Allotment: 27 Aug 2022	Date of Submission: 13 Sept 2022
Student Roll No: RDE522B44	Student Reg. No: 12102801
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Max. Marks: 30	Marks Obtained:
Evaluation Parameters: PRESATATION AND REPORT	

Learning Outcomes (From this case study I have learn so many things like how to plan, organise and take decision a part from that how to work as a team leader and support your teammates.)

Declaration:

I declare that this Assignment is my individual work. I have not copied it from any other students' work or from any other source except where due acknowledgement is made explicitly in the text, nor has any part been written for me by any other person.

Student's Signature: Atul Kumar

Evaluator's Comments (For Instructor's use only)

General Observations	Suggestions for Improvement	Best part of assignment

Evaluator's Signature and Date:

Question: -

Jayant is working as Head Relationship Manager in the wealth management division of a private sector bank. He has created an internal environment which is conducive to an effective and efficient performance of his team of ten relationship management executive” A typical day at work in Jayant’s life consists of a series of interrelated and continue functions. He decides the targets for his department which are in line with the objectives of the organization as a whole. The future course of action for his team members is laid out well in advance.

The various resources required by the relationship managers like an iPad with GPS system, account opening forms, brochures, details of account holders etc. are made readily available to them. The executives are given sufficient authority to carry out the work assigned to them. Jayant works in close coordination with the Human Resource Manager in order to ensure that he is able to create and maintain a satisfactory and satisfied workforce in his department.

Through constant guidance and motivation, Jayant inspires them to realize their full potential. He offers them various types of incentives from time to time keeping in view their diverse individual needs. Moreover, he keeps a close watch on their individual performances in order to ensure that they are in accordance with the standards set and takes corrective actions whenever needed.

Solution: -

1. Problem Identification

- a) Bond between the team members.
- b) At the time of assigning the work.
- c) To personally supervise the work of each one.

2. Solution of the problem

- a) As we already know that there are ten members in the team so it is really a difficult task to make bond between all the members of the team. So, for that Jayant has to show his **Strong Leadership Skills** mentor members of his team who are struggling. Help people within the team find new solutions and opportunities that build upon their strengths.

Secrecy and fear contribute to a suspicious office environment, which can lead to vicious gossip and the destruction of a team so for that Jayant has to start **Open Communication** between the team members

ask for the input on their task, and encourage people to run with novel and interesting ideas. **Team Building** is also playing a vital role for making the bond between the members traditional team building exercises are often tedious and make people feel ridiculous. Try having a weekly potluck, regular office parties, and casual days, and encouraging a sense of friendship and real care among your team members. When an office environment is fun, it is often more productive because team members don't feel overworked and underappreciated.

- b) As the strength of the team is more so it is difficult to assign the task one prominent mistake managers make daily in the workplace is the ability to assign a task to subordinates effectively. Often, managers are vague in their directive, not specific about what a good job looks like, or think that they don't have time to explain a task in detail. What they are not realizing is that being clear from the onset ensures less back and forth later and results that are more aligned with expectations. Also, effectively assigning tasks will maximize your productivity and that of your team. You will tackle more projects, more assignments and create more opportunities for development, which will ultimately lead to more success for the employees.
- c) As a manager, leader, or supervisor, great importance is your ability to lead, manage, supervise and motivate your subordinates/staff - the people under your purview - effectively.

The following tips will help Jayant to improve the leadership skills and relationships with his subordinates and get stronger support from them.

- **Be Fair to Everyone:** Treat each of your subordinates/staff fairly and respectfully. Some people are by nature more likable than others, but as a supervisor, you have to avoid even the slightest hint of favouritism.
- **Show Continuing Interest in Your Subordinates:** Show continuing concern for your subordinates by providing feedback on their performance regularly - not just at performance evaluation time. Be honest whether they are doing well or bad. This means, giving praise when it is deserved - not when it isn't.
- **Be Flexible:** Be flexible in dealing with employees' concerns. Going strictly by set procedures won't always give you the flexibility you need to resolve individual performance. So, always use your good common sense.

3. Conclusion of the Case Study and what I have learnt from it

The things that I have learn and conclude that Jayant is good at these things from the above case study:

- **Planning:** It is the function of determining in advance what is to be done and who is to do it.
- **Organising:** Organising is the process of bringing together human, physical and financial resource and establishing productive relation among them for the purpose of achieving the desire goals.
- **Directing:** Directing involves leading, influencing and motivating employees to perform the task assign to them.
- **Controlling:** Controlling is the management function of ensuring that events conform to plans.

A 3D rendered graphic of the words "Thank you!" in a blue, cursive script font. The letters have a thick, extruded appearance with visible shadows and highlights, giving it a three-dimensional effect. The exclamation mark is also 3D and blue.