

-- (Part II) --

Q 4 During pandemic COVID-19 ...
..... answer with
reasoning.

The COVID-19 pandemic is forcing most of us to work from home. Here I am considering the pros and cons of working remotely.

• Pros

• Increased productivity

During the pandemic, remote working is allowing people to continue to work and companies to continue to function.

• Saving everyone money.

Working from home can also save everyone's money while employees spend less on commuting and may save

money on child care be being more flexible.

- **Happier employees.**

Studies have shown that many employees value flexibility above higher earnings.

• Cons

- **People need people**

One major downside is the lack of human interaction when working remotely some studies have shown that over time, employees can feel socially and professionally isolated.

- **Keeping up productivity.**

Companies also need to develop ways to monitor workers without becoming too intrusive.

- **Work/home life balance.**

One major issue for

employees working remotely is the blurring of work life and home life that can occur when there is no physical separation between work time and leisure time.

Q5. Assume
. Explain with example.

Leadership tactics of conflicts resolution may prove a great help and reformation in this type of conflict. Six basic principles of persuasion should be practiced by a manager and the subordinate should care more about using the appropriate communication networks.

Example

An example worth about quoting is the conflict between final year university student and a supervisor. The conflict is that the

the supervisor doubts the dedication of the student towards the final year project. Arguments of student are below

- I am spending more time on research than development.
- I am working hard and working smart as well.
- Supervisor doesn't know that how difficult is this to understand the new technology.
- There is a paradigm shift of how we are learning new things.

Arguments of supervisor are below:

- Students exhibits to be suffering from effort creep but he is actually suffering from

hope creep.

- I may not know the new technology but I am pretty sure that there is nothing changed in the paradigm of learning new things and technology.
- Every future work should have a plan. Planning may seem time wasting but it is actually time saving and effort boosting.

Steps for resolution.

Conflict resolution is to resolve an issue or problem between two or more people. Steps are below:

- Define the source of the conflict. The more information you have about the cause of problem, the more

easily you can help to resolve it.

- Look beyond the incident

Often, it is not the situation but the point of view of the situation that causes anger to fester.

- Request solutions.

After getting each party's viewpoint, the next step is to get them to identify how the situation could be changed.

- Identify solutions both disputants can support.

Point out the merits of various ideas, not only from each other's perspective, but in terms of benefit to the organization.

Agreement.

The goal is to reach a negotiated agreement. Some mediators go as far as to write up a contract in which actions and time frames are specified.