**Graded Discussion Board**

**Organizational Behavior (MGT502)**

**Due Date: June 07, 2021                                                                                                                                                    Marks: 5**

**Lesson#5**

**Learning Objective:** This activity aims to familiarize the students with methods of shaping behaviour.

**Learning Outcome:**

After attempting this assignment, the students will be able to:

* Understand the methods of shaping behaviour and how organizations use them to change the behavior of their employees.

**Scenerio:**

Mr. Akram is a CEO of an auditing firm, **"Future Consultant."** The company is facing a severe problem of low employee morale and high turnover. Hiring and training new staff will cost a huge. Mr. Akram is worried as he realized that most of the team is looking for better opportunities to leave.

The company can not afford a sudden increase in salaries, so they decided to provide them different perks and privileges such as bonuses, daycare facilities to female staff, subsidized lunch, company-sponsored family events, and sick leaves. Mr. Akram noticed that the employee's behaviour is changing towards the company, and there is a sudden decrease in turnover ratio.

**Point of Discussion:**

Keeping "**methods of shaping behaviour**" in mind, identify which practice is being used by Mr. Akram to retain valuable employees. Justify your answer with two valid arguments based on the given facts in this scenerio.

**(Maximum Words Limits: 50)**

**Note:**

For acquiring the relevant knowledge, watch the course video (lecture# 5) and read additional material available online or in any other mode. But the answer should be in your own words based on the given scenario rather than copy-pasting from the consulted content.

**IMPORTANT INSTRUCTIONS:**

* Your discussion must be based on logical facts.
* Your answer must be justified with reasonable arguments rather than writing theoretical definitions.
* The GDB will open and close on a specified date and time. Please note that no grace day or extra time will be given for posting comments on GDB.
* Do not copy or exchange your answer with other students. Two identical/duplicated comments will be marked Zero (o) and may damage your grade in the course.
* Questions/queries related to the content of the GDB, which the students may post on MDB or via e-mail, will not be replied till the due date of GDB is over.