**SESSION MARCH 2023**

**PROGRAM MASTER OF COMMERCE(M.COM.)**

**SEMESTER I**

**COURSECODE&NAME DCM6101–MANAGEMENTCONCEPTSAND**

**ORGANIZATIONALBEHAVIOUR**

**Assignment Set – 1st**

**Question**

**1. Discuss the steps in planning in an organization.**

**Ans: The process of planning in an organization typically involves several key steps.**

**Here is an overview of the steps in organizational planning:**

**Establishing Objectives:** The planning process begins with the identification and establishment of clear and specific organizational objectives. Objectives provide a direction for the organization and serve as criteria for evaluating performance.

**Environmental Scanning:** Organizations need to assess the external environment to identify opportunities and threats. This involves analyzing economic, social, technological, political, and legal factors that may Its Half solved only

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**2. Discuss the advantages and disadvantages of Enterprise Function.**

**Ans:The advantages and disadvantages of some key enterprise functions:**

**Advantages of Enterprise Functions:**

**Efficiency and Specialization:** Dividing the enterprise into specialized functions allows for more efficient use of resources. Each function can focus on its specific area of expertise, leading to increased efficiency.

**Expertise and Skill Development:** By having specialized functions, employees within each area can develop

**3. Explain the importance of control in an organisation.**

**Ans:**Control in an organization refers to the process of regulating, directing, and managing activities and resources to achieve predetermined goals and objectives. It involves monitoring performance, comparing it with established standards, and taking corrective actions when necessary.

**The importance of control in**

**Assignment Set – 2nd**

**Questions**

**4. Discuss the factors that determine personality development.**

**Ans: Personality development** is a complex and multifaceted process influenced by a variety of factors. While it is challenging to pinpoint specific determinants, several key factors contribute to shaping an individual's personality.

These factors can be broadly categorized into biological, environmental, and situational influences.

**Here are some of the significant**

**5. Explain theGoleman’s model of Emotional Intelligence (EI).**

**Ans: Daniel Goleman's** model of Emotional Intelligence (EI) is a well-known framework that explores the role of emotional intelligence in personal and professional success. Goleman's model, introduced in his book "Emotional Intelligence: Why It Can Matter More Than IQ," outlines five key components or domains of emotional intelligence. These components are interconnected

**6. Discuss the internal and external factors for resistance to change in an organization.**

**Ans:**Resistance to change is a common phenomenon in organizations and can manifest at various levels. Individuals within an organization may resist change for a variety of reasons, and these reasons can be categorized into internal and external factors.

**Internal Factors for Resistance to Change:** Fear of the Unknown: Individuals may resist change because they fear what the change will bring. The uncertainty and ambiguity surrounding new processes,