

Team B

PAD 502: Organizational Theory & Behavior

Team Project: Dealing with Organizational Behavior Issues

Spring 2014

4-5 weeks

The assignment requires students to formulate teams in order to address conflict within an assigned case study. Teams must apply relevant key OB theories and concepts to the case study. As the final product, teams will prepare a (30-35 minute) PowerPoint presentation. Please use the following criteria when developing PowerPoint presentations:

- Cover slide. (1 slide only) Please list your Title; Team Members; and Title of Case Study
- Overview. (1 slide only) Please provide a brief overview of your presentation.
- Content slides. (Do not exceed 25 slides) Your presentation should cover (3) major sections:
 1. Background: Key players and description of conflict.
 2. Application: Relate conflict to three level of analysis: ^{how it relate to} (individual, group, and structure – where applicable); and
 3. Conflict Management/Resolution – Provide strategic recommendations for managing and resolving conflict.Align your recommendations with at least (5) theories/concepts in the Human Relations Movement.
- Charts, Figures, Tables, Graphics. Please use current bibliographic data for any charts, figures, and tables. Graphics and animations are appropriate, however, please be sure to keep it professional. Audio or video clips should not exceed 2 minutes.
- No reference slide is required.
- Please be sure to dress in appropriate business attire.
- Please be prepared for a (5 minute) Q & A session.

Team B: Muhannad, Latoya, and Carla

Case Study: Marital Woes

In a small, twelve-person nonprofit firm, two important members, the program coordinator, Joe, and the publications manager, Juanita, were having serious problems getting along because their five-year marriage was failing. Joe and Juanita decided not to bring up their problems in front of the group because they believed it would only disrupt the operations of the ordinarily harmonious group.

^{تبع} Suppression of the problems certainly kept their ^{react} antagonism from becoming an open issue, but it did not prevent their tensions from influencing the group's climate. The agency's weekly meetings were marked by uncomfortable pauses and evasions of pressing issues. Relationships became cautious and artificial; authority relations were also ambiguous because two important members were reluctant to talk to each other and fought over small issues.

Finally, at one tension-filled meeting, another member, Karen, openly stated that she felt uncomfortable and that she wanted to talk about Joe and Juanita's problems and their effect on the group.

In the ensuing discussion, many issues and feelings emerged among all team members.