Master of Business Administration (MBA)/ Master of Business Administration (Online) MBA(OL)/ Master of Business Administration (Banking and Finance) (MBF)/ Master of Business Administration (Financial Management) (MBAFM)/ Master of Business Administration (Human Resource Management) (MBAHM)/ Master of Business Administration (Marketing Management) (MBAMM) Master of Business Administration (Operations Management) (MBAOM)/ Post Graduate Diploma in Human Resource Management (PGDIHRM)

ASSIGNMENT
for
January 2026 and July 2026 Sessions

(Last date of submission for January 2026 session is 30th April, 2026 and for July 2026 sessions is 31st October, 2026)

MMPC-011: Social Processes and Behavioural Issues

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THE PEOPLE'S UNIVERSITY

School of Management Studies
INDIRA GANDHI NATIONAL OPEN UNIVERSITY
MAIDAN GARHI, NEW DELHI – 110 068

Course Code	:	**MMPC-011**
Course Title	:	**Social Processes and Behavioural Issues**
Assignment Code	:	**MMPC-011/TMA/JAN/2026**
Coverage	:	**All Blocks**

Note: Attempt all the questions and submit this assignment to the coordinator of your study centre. Last date of submission for January 2026 session is 30th April, 2026 and for July 2026 session is 31st October, 2026.

1. Explain the society–environment–organisation interface and discuss how key social processes (such as socialisation, cooperation, competition and conflict) act as sources of human behaviour in organisations. Illustrate your answer with suitable workplace examples.

2. What are the major determinants of personality and how do they interact with values and attitudes to influence behaviour at work? Discuss how perception and attribution processes can lead to errors in managerial judgement, and suggest ways to minimise such errors.

3. Differentiate between content and process theories of motivation, citing at least one example of each. How can concepts of learning and behavioural modification be used by managers to enhance employee motivation and performance in organisations?

4. Define group dynamics and explain the stages of group development. Discuss the sources of conflict in groups and describe how effective communication, team-building practices and negotiation strategies can be used to manage conflict constructively.

5. Discuss the relationship between leadership style, organisational culture and employee behaviour. How can understanding social and behavioural processes help managers lead organisational change and foster a positive organisational climate?