**Bowie State University**

**Cumulative Assessment**

**Norah Alshammari**

**HURD 732**

**Dr. Marsha Jackson**

**10/05/2017**

**organizational behavior Self Assessment**

**Student Name: Norah Alshammari**

**Assessment No 1: Managerial Assumption**

 **Student Score \_\_\_\_\_\_\_\_\_\_\_\_**

1. **Self Analysis Profile describing the assessment and Interpretation of score.**

**The self- assessment shows us the McGregor’s Theory X and Y. This theory designed to show how manager can indentify the most important factor in employee’s in work environment and how they can motivate them. It’s an opportunity to consider the ways in which you are likely to behave toward other people. This theory can help the managers to motivate the employee.**

1. **Interpretation:**

**My score in the self-assessment is X-2 and for Y=4 which is good my Y is more then X this type of people have self direct. From my experience, I agreed with that I accept to learn more in each field and I take that as reasonability and I try to be more creativity and help the organization with new idea can help in our work also I have the ability to solve organization problem. In addition, there are employee type X but it is hard to deal with them they always does not responsibility and they need to control**.

1. **List and Briefly Discuss Organizational Behavior Concepts Identified:**

**The main idea in this assessment is to have self-awareness, which is being aware of one’s behaviors, performance, styles, biases, and personality and help that help you to achieve your goals by practicing to achieve your awareness.**

1. **Implications for organizational behavior from an employee and management perspective:**

**From the management perspective: I believe if the employee know about them self and what they need they can practice to achieve their self-awareness skills to design their lifestyle in work.Form employee perspective: If the management make a workshop about the self-awareness and how it effective our job to understand the support our personality in work environment.**

**organizational behavior Self Assessment**

**Student Name: Norah Alshammari**

**Assessment No. 2 A Twenty-First-Century Manager**

 **Student Score \_\_\_\_\_\_\_\_\_\_\_\_**

1. **Self Analysis Profile describing the assessment and Interpretation of score.**

**This self-assessment designed to self-described profile of your management foundation (PMF). In addition, this 10 questions good start to consider where are now and where you want to be in the future and how you can develop your managerial skills and competencies.**

1. **Interpretation:**

**My score is 9 I agreed with that based on my experiences, I have the ability done the work under stressful, also, I have the ability to evaluate personal his strength and weaknesses to understand how I can motivate them and get the best from him. Nevertheless, I think I can improve my self with entrepreneurism and tolerance for uncertainty.**

1. **List and Briefly Discuss Organizational Behavior Concepts Identified:**

**Based on the organizational behavior the manager plays the important role in the organization and make the roles and stability. In addition, manager is the person who supports the work efforts of others people.**

1. **Implications for organizational behavior from an employee and management perspective:**

**AS management perspective: I believe in the person who has the ability to work under stressful because that person who will make the change and successful the organization asked for.**

**organizational behavior Self Assessment**

**Student Name: Norah Alshammari**

**Assessment No 3: turbulence Tolerance Test**

 **Student Score \_\_\_\_\_\_\_\_\_\_**

1. **Self Analysis Profile describing the assessment and Interpretation of score.**

**The assessment is about an impression of manager tolerance for managing during turbulent times. Understanding your tolerance would help the manager with your organization. This test perfect score is 4.0.**

1. **Interpretation:**

**My score is 2.2, which is good according to the list. The list design with 24 different conditions that realize the manager tolerance. I believe this score based on my experiences working under tolerance and I was more positive and comfortable to deal with that, but I think I need some work to reach the height level of confident under tolerance.**

1. **List and Briefly Discuss Organizational Behavior Concepts Identified:**

**This test design for the manager’s power how he can work under turbulence condition. Perception all manager need to perception to be ready for all situation and be influences other employee.**

1. **Implications for organizational behavior from an employee and management perspective:**

**As employee, they should to be ready for any conditions in the organization.**

**In addition, As a manager I would to take this test and evaluate myself to see how I can improve myself to deal with any conditions.**

**organizational behavior Self Assessment**

**Student Name: Norah Alshammari**

**Assessment No 4: Global Readiness Index**

 **Student Score\_\_\_\_\_\_**

1. **Self Analysis Profile describing the assessment and Interpretation of score.**

**The assessment about establishes a baseline measurement of your readiness to involve in the global work environment. Each question asks about your response in personal situation. For instance: understanding of the attitudes, communication and relationship skills, and cultural differences.**

1. **Interpretation:**

**Based on my experiences, each one has differences similar and dissimilar in personal characteristic, but you have to be aware about the environment required and understating the culture differences. To be ready for that different level of diversity to deal with that otherwise that will cost the organization waste time and money in the same time.**

1. **List and Briefly Discuss Organizational Behavior Concepts Identified:**

**The global readiness index related to personality traits: Extraversion to be social and outgoing, Agreeableness be cooperative person because the disagreeable person always source of conflict, conscientiousness: to be responsible, Emotional stability that person always confident, Openness to experience: be open for all new idea, diversity.**

1. **Implications for organizational behavior from an employee and management perspective:**

**In the twenty first century work environment, you have to be ready for all different diversity, personality, culture, and global economy for the manager and employee benefit. As a manager, we have to trainer the entire employee to be involved in different culture and learn about the global work skill.**

**organizational behavior Self Assessment**

**Student Name: Norah Alshammari**

**Assessment No 5: Personal Values**

 **Student score\_\_\_\_\_\_\_\_\_\_**

1. **Self Analysis Profile describing the assessment and Interpretation of score.**

**The assessment is about the personal values and how we can evaluated, Rate your score in each value from not important till very important and see how you can increase your specific areas.**

1. **Interpretation:**

**My score was so high in all but the most highest score in family and financial, I think I give my family most of my time and care about that so much all the time also, I got high score in financial as well because the financial is the priority in the life nowadays every body worry about it. The lowest score goes to community and the reason for that because I am always with my family so I did not work hard to involve myself to community activities.**

1. **List and Briefly Discuss Organizational Behavior Concepts Identified:**

**The organizational behavior is founded from different personality and values, so each one is complete the other to accomplish the organization benefit.**

1. **Implications for organizational behavior from an employee and management perspective:**

**I believe each day we live we can improve ourselves in different values today I cannot involve myself to the community activities but I am sure ones my kids grow up I can. As a manager, if the employee has low score in one values we can work together to achieve the benefit.**

**organizational behavior Self Assessment**

**student Name: Norah Alshammari**

**Assessment No 6: Intolerance for Ambiguity**

 **Student Score\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

1. **Self Analysis Profile describing the assessment and Interpretation of score.**

**The assessment about developed by Bunder, to the define the level of intolerance of ambiguity. Individuals with a higher tolerance for ambiguity far more likely to be able to function effectively in organization. Measure the several different components of possible reaction have been reversed.**

1. **Interpretation:**

**I got a faced the ambiguity situation positively, from my experiences I meet with one how is lose his career because he doe not have the ability to get over his intolerance for ambiguity.**

1. **List and Briefly Discuss Organizational Behavior Concepts Identified:**

**This showed us the individual’s differences and how the people can deal with the challenges in their work and how they can improve themselves and get over any bad situation.**

1. **Implications for organizational behavior from an employee and management perspective:**

**For the employee perspective I think is important to improve myself to achieve my goal to be in good position in the organization. For the management perspective, If why give this assessment for the employee I think we can recognize the level of tolerance they have. And help them to solve this before it is effect their career.**

**organizational behavior Self Assessment**

**Student Name: Norah Alshammari**

**Assessment No 7: Two-Factor Profile**

 **Student Score\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

1. **Self Analysis Profile describing the assessment and Interpretation of score.**

**The assessment about Herzberg’s two-factory theory states that there are cretin factors in the place on motivating and satisfier. THEREFORE, you have to answer 6 two side elements and the score will reported feeling good or bad about your job. The two-factory theory identify between motivators and hygiene factors.**

1. **Interpretation:**

**My score 57 in MF which is relative important that I place motivating or satisfier factor in Herzberg’s and how this important job content to me in work. From my experience: in the first job, I was worry about a job I can do well and spend lot of my time on it.**

1. **List and Briefly Discuss Organizational Behavior Concepts Identified:**

**Job satisfaction and job dissatisfaction move in the same line. Some time they shows the differently in personality in each organization and how the employee working.**

1. **Implications for organizational behavior from an employee and management perspective:**

**I believed if the job satisfaction were high the job dissatisfaction would be low. As a management perspective, paying high salary not necessarily to makes people satisfaction there are other functions work together to achieve the satisfaction.**

**organizational behavior Self Assessment**

**Student Name: Norah Alshammari**

**Assessment No 8: Are you cosmopolitan?**

 **Student Score\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

1. **Self Analysis Profile describing the assessment and Interpretation of score.**

**The assessment design to help learners to defined if he or she cosmopolitan in terms of career orientation. Cosmopolitan is flexible to accept all differences if it is part of the world. Cosmopolitan in organizational means the employees who loving his professions.**

1. **Interpretation:**

**In this self assessment my score 36 which is mean I am suggests a cosmopolitan work orientation and I think I can work with the local orientation and mixed,**

 **Orientation as well, because I believed that depends on the employee characteristic.**

1. **List and Briefly Discuss Organizational Behavior Concepts Identified:**

**Norway’s, it is important to the manager and employee to understand the Organizational behavior theory and concept to apply in different countries to work openly with different workforce diversity and have the ability to deal with it.**

1. **Implications for organizational behavior from an employee and management perspective:**

**From the management perspective, it is important to the organization to know about all employee professional’s characteristic to help him or her to improve themselves. As employee, each employee needs to work hard to improve them selves to reach the high level of cosmopolitan.**

**Organizational behavior Self Assessment**

**Student Name: Norah Alshammari**

**Assessment No 9: Group Effectiveness**

 **Student Score \_\_\_\_\_\_\_\_\_**

1. **Self Analysis Profile describing the assessment and Interpretation of score.**

**The assessment design to describe how the group’s behavior and how the group have the ability to understand the challenge and work with it as a effective group.**

1. **Interpretation:**

**My score in the self-assessment is 15 which is I am in the effective group. From my experiences: I worked with group who have value and goals to achieve and that was good group to work with it, each member of the group have the ability to turn knowledge into effective action.**

1. **List and Briefly Discuss Organizational Behavior Concepts Identified:**

**This is related to the human skills how the group have the ability to work well with other different people and achieve the goal on time. A person who have good human skills with high degree of self-awareness and ability to understand others.**

1. **Implications for organizational behavior from an employee and management perspective:**

**From the management perspective: each group should to have leader to update him/her and follow up with each other. From employee respective: with a obvious goals, internal and external support, negotiation skills and good communication any group can be effective.**

**organizational behavior Self Assessment**

**Student Name: Norah Alshammari**

**Assessment No 10: Least Preferred Co-worker Scale**

 **Student Score \_\_\_\_\_\_\_\_\_\_**

1. **Self Analysis Profile describing the assessment and Interpretation of score.**

**The assessment shows us the Fred Fiedler theory to indentify a person’s dominant leadership style. He believed each part can fixed individual’s personality. Fred fiedler has contingency views about leadership styles, situational variables and relationship between styles and situation.**

1. **Interpretation:**

**In this assessment, my score is 63 and that is mean in Fidler I am task-motivated leader. From my experiences: I concerned firstly with reaching the goals by direct the group and told what they have to do, I divided the task between the group member.**

1. **List and Briefly Discuss Organizational Behavior Concepts Identified:**

**From the organizational behavior and how is the personality has the power to effect in the organization. Fiedler create least preferred co-worker (LPC) and scoring your self will show you how the different can be effect as well as the personality.**

1. **Implications for organizational behavior from an employee and management perspective:**

**From management perspective: I think it is important to be focuses on the style and situation in the same time to achieve our goals.**

**AS a employee: each employee come from different experiences and different situation, in the same time we can find new style to improve ourselves.**

**Organizational behavior Self Assessment**

**Student Name: Norah Alshammari**

**Assessment No 11: Leadership Style**

 **Student Score \_\_\_\_\_\_\_**

1. **Self Analysis Profile describing the assessment and Interpretation of score.**

**The assessment about the leadership style to help the individuals to be more awareness’s about the leadership style can choose in which situation they want to be. In addition, have the ability to leadership and empower people, lead to change and inspire your team member.**

1. **Interpretation:**

**My score in this assessment was high which is I have concern in leadership style. I think I am a good leadership and I have that ability to lead the group based on my personality I work with them as a member and asking, following, controlling, and encourage them.**

* 1. **List and Briefly Discuss Organizational Behavior Concepts Identified:**

**Nowadays, each organization should have leader at all levels, The leader and followers work together to achieve the mission and vision of the organization so leadership is process not just leader attitude.**

* 1. **Implications for organizational behavior from an employee and management perspective:**

**From the employee perspective’s prefer to work with leader how always has the concern for people, that’s mean he will improves my work and give me motivation to work more and hard.**

**From the management perspective: for sure if you have a good leader in your organization you will follow the successful steps well.**

**Organizational behavior Self Assessment**

**Student Name: Norah Alshammari**

**Assessment No 12: “TT” Leadership Style**

 **Student Score\_\_\_\_\_\_\_\_\_**

1. **Self Analysis Profile describing the assessment and Interpretation of score.**

**The assessment is about the TT leadership style with 10 statements, divide points 5 between two elements and divide between those two elements. This test will help you to be a good leader in the future when you take this test you can recognize how you are good in both TT in not you must improve yourself.**

1. **Interpretation:**

**My scored in this test 2.6, which is good, I think I have the leadership base. From my last experience: I used those two elements in the organization with the employee I engage with them at an equal level of morality, also, always I try to be more inspirational for them, I facilitate events to and look forward to communication with them.**

1. **List and Briefly Discuss Organizational Behavior Concepts Identified:**

**This test related to the role of leader’s in organization and how the leadership has that power to make change in the organization. The leader’s always have to build the relationship with their employee and increase the productivity of work.**

1. **Implications for organizational behavior from an employee and management perspective:**

**From the employee perspective: to be in a high level of TT you have to improve yourself and work hard then you can evaluate yourself.**

**From the manager respective: it is important to have leadership in the organization to understand the mission and vision, objective and be able to lead the employee to that.**

**Organizational behavior Self Assessment**

**Student Name: Norah Alshammari**

**Assessment No 13: Empowering Others**

 **Student Score\_\_\_\_\_\_\_\_\_\_**

1. **Self Analysis Profile describing the assessment and Interpretation of score.**

**The assessment shows us the impression of individual’s willingness to delegate. The grade based on your ability to work with other people, it is designed 9 to 45. As possible score range if you got more that mean you have high level of willingness.**

1. **Interpretation:**

**My score is high 42 out of 45, which means higher score to willingness to delegate. I degree with that score especially with I often get quicker action by doing a job myself so I believed if we waste time that will be costly so, I have to be quicker, and always be ready to handler more responsibility.**

1. **List and Briefly Discuss Organizational Behavior Concepts Identified:**

**This self-assessment related to the manager in the organization to have the ability to empower the employee to give them opportunities to assume responsibility and exercise self-control in the organization.**

1. **Implications for organizational behavior from an employee and management perspective:**

**From management perspective: well save time and money if use it to see how the other’s employee ready for next level of the position.**

**From the employee respective: from my experiences not all the employee like to share responsibility with the manager and also they does not have the ability to self control and that cost them their career.**

**Organizational behavior Self Assessment**

**Student Name: Norah Alshammari**

**Assessment No 14: Machiavellianism**

 **Student Score \_\_\_\_\_\_\_\_\_**

1. **Self Analysis Profile describing the assessment and Interpretation of score.**

**This self-assessment designed to complete you Machiavellianism (Mach)**

**About personality characteristic that taps people’s, power orientation.**

**The degree of ability to understand your personality and other’s by using this test will defined gender the man more then women, age the adult lower then younger adult. The difference between high Mach’s and low Mach’s of intelligence and ability.**

1. **Interpretation:**

**My scored is 25, which is normal average to be in this test. I agreed with the result because. From my experience, the leaders are more Machiavellianism also mangers how they have the ability to emphasize the control and manipulation of people.**

1. **List and Briefly Discuss Organizational Behavior Concepts Identified:**

**From the organizational behavior, this can be part of personality and how the manager can influences the employee and improve them to make the successful for the organization.**

1. **Implications for organizational behavior from an employee and management perspective:**

**As employee, the leader or manger have the responsibility of the quality of my work and based on that he can give me device to improve my work.**

**As manager: I think it is important to understand the Macha for each employee and manager work with it in the organization to improve the work climate culture.**

**Organizational behavior Self Assessment**

**Student Name: Norah Alshammari**

**Assessment No 15: Personal Power Profile**

 **Student Score\_\_\_\_\_\_\_\_\_**

1. **Self Analysis Profile describing the assessment and Interpretation of score.**

**The self-assessment describing behaviors that supervisors from leaders in work how can direct toward there subordinates followers. The test about five elements reward power, coercive power. Legitimate power, referent power and expert power. To understand people in the organization and lead them you have to evaluate your self with this test.**

1. **Interpretation:**

**My score was 3 which is in the medal not to low and not to high from my experience I prefer to be in the medial to aware about the low and high to deal with different situation and work hard to have what I look for it everyday.**

1. **List and Briefly Discuss Organizational Behavior Concepts Identified:**

**This related to the personality of the manger or leader how it can play a good role in organization to achievement the organization goals, helping other employee and telling them what they have to do in the right way also to be honest with them.**

* + **Implications for organizational behavior from an employee and management perspective:**

**From the manager perspective: I believed in the five: reward power, coercive power, legitimate power, referent power and expert power be aware of this and take it as priority to the organization.**

**AS employee: I believed manger play the big role in the organization he could influence the employee in positive way.**

**Organizational behavior Self Assessment**

**Student Name: Norah Alshammari**

**Assessment No 16: Intuitive Ability**

 **Student Score \_\_\_\_\_\_\_**

1. **Self Analysis Profile describing the assessment and Interpretation of**
2. **Score.**

**Agor make this survey to help people assess their tendencies to use intuiting in decision-making. With 12 questions, your score offers a general impression of individual’s strength in this area.**

1. **Interpretation:**

**I agree with my scored which are 10, in this survey describe some situation and how you have the ability to deal with it which way you want to go for it based in your attitude and experiences in life.**

1. **List and Briefly Discuss Organizational Behavior Concepts Identified:**

**Related to the manager personality and how the survey shows us how the personality can effect in the organization as a manger how he has the strength, experiences, and felling to make the decision**.

**Implications for organizational behavior from an employee and management perspective:**

**As management, it is more significant to the organization to have a manger or leader with high sense of intuitive ability to help the employee to achieve their goals.**

**As employee it is more comfortable to work with this type of manager have that intuitive ability to learn from him.**

**Organizational behavior Self Assessment**

**Student Name: Norah Alshammari**

**Assessment No 17: Decision-Making Biases**

 **Student Score\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

1. **Self Analysis Profile describing the assessment and Interpretation of score.**

**Max Bazerman design this test about questions examines your tendency to use a different judgmental heuristic. He is idea is heuristic are helpful to lead to severe errors and how the manager can be aware of the potential adverse impact of using it.**

1. **Interpretation:**

**The test about the decision-making biases on the ability to make decision. This test focus how the manager can make decision and how he can deal with daily situation in organization by looking all the information he has and contain his opinion.**

1. **List and Briefly Discuss Organizational Behavior Concepts Identified:**

**Based on the organizational behavior this is related to effective manager and how the manger believe in him self to make a good decision can achieve the organization goals and select fact to provide his decision.**

1. **Implications for organizational behavior from an employee and management perspective:**

**For the management perspective: every manager have to take this test to see his ability to make decision biases within a good way and be effective in the organization.**

**Form employee: I think the decision-making biases are the manager responsibility and make he can make it successful for all.**

**Organizational behavior Self Assessment**

**Student Name: Norah Alshammari**

**Assessment No 18: Conflict Management Strategies**

 **Student Score\_\_\_\_\_\_\_\_\_**

1. **Self Analysis Profile describing the assessment and Interpretation of**
	* **Score.**

**This assessment designed to evaluation how you behave in conflict management style and how the collaboration and problem can be solve by leading the true conflict resolution. With 20 questions, you can evaluate your self.**

1. **Interpretation:**

**I scored 16 in the yielding tendency as a high score, but from my experiences I think I work hard to get what I want in many situation I prefer to avoid the problem and think for solution for all our benefit always try to communication for find a way to gain.**

1. **List and Briefly Discuss Organizational Behavior Concepts Identified:**

**Management Strategies based on the personality and all managers should have the power for to deal with that with recognize the problem and then accommodating, avoiding, collaborating, compromising and competing.**

1. **Implications for organizational behavior from an employee and management perspective:**

**As management perspective: I believe the manager have to care about all conflict and have the ability to recognize that faster before it cost the organization money.**

**As employee: if there is a hard conflict and I am try to deal with it the manager have to help me and give me reward for that as motivation in the future.**

**Organizational behavior Self Assessment**

**Student Name: Norah Alshammari**

**Assessment No 19: Your Personality Type**

 **Student score\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

1. **Self Analysis Profile describing the assessment and Interpretation of score.**

**The assessment show us the personality types, If you are A type that is mean you are hurried and competitive, Type B personality the person how relaxed, Or mixed between type A and B which is balance.**

1. **Interpretation:**

**My score is 36 that are meaning my personality type A hurried and competitive. In addition, I agree with that form my experiences this type of person tend to be impatient, achievement, oriented and competitive. Always moving, need to achieve, task done on time in the same time and in the end I feel guilty if I relax I think I have to keep moving.**

1. **List and Briefly Discuss Organizational Behavior Concepts Identified:**

**From the different personality type A and B we faced them all time every where in our life specially in work some employee have the ability to enjoy achievement goals in the same time they have difficulties to stop or take rest they keep working, but type B they work steadily and they enjoy their work.**

1. **Implications for organizational behavior from an employee and management perspective:**

**As a management, I prefer to work with employee with type A personality to be effective in the organization and reach our goals faster.**

**As employee: I would like to work the manager type B personality with easygoing and sociable in lower stress level.**

**organizational behavior Self Assessment**

**Student Name: Norah Alshammari**

**Assessment No 20: Time Management Profile**

 **Student Score \_\_\_\_\_\_\_\_\_\_\_\_**

1. **Self Analysis Profile describing the assessment and Interpretation of score.**

**The self-assessment about the time management profile and how you can manage your time throw 12 questions. To understand individual’s behave throw time management.**

1. **Interpretation:**

**My score is 7 and this is mean I am good in the time management guidelines and comfortable with that. From my experiences: I always have the note to write done the entire meeting I have during the day so I can attend the meeting with a clear useful purpose. In addition, I keep my office organized and clean and file all the pepper work I need using name, labels, and color to save time to look for it.**

1. **List and Briefly Discuss Organizational Behavior Concepts Identified:**

**Time management shows us how the manager play the important part of the organization if he can do the time management guidelines he will be clear for all the employee and easy to follow that.**

1. **Implications for organizational behavior from an employee and management perspective:**

**From management perspective: it is important to evaluate the employee to see their work and how is done will make them more professionals in time management.**

**From employee perspective: I recommended this test to increase my work efficiency in the organization.**

**Organizational behavior Self Assessment**

**Student Name: Norah Alshamamri**

**Assessment No 21: Organizational Design Performance**

 **Student Score \_\_\_\_\_\_\_\_\_\_**

1. **Self Analysis Profile describing the assessment and Interpretation of score.**

**The self-assessment designed with 16 questions to measures the individual’s performance for working in the organization. In addition, if you got high score that mean you more comfortable with the mechanistic design, if your score below 48 you will be comfortable with organic design.**

1. **Interpretation:**

**My score is 64 I agree with this score form my experiences I prefer to work with mechanistic design I feel more protective and be more dynamic as everything clear for me. Nowadays, the organization taking more of organic design characteristics and it works with as well as the mechanistic in different way.**

1. **List and Briefly Discuss Organizational Behavior Concepts Identified:**

**This show us the differences in personality how it can work and help in the origination some of them need the mechanistic personality and the other need more and more from organic design. All design can be effective in different situation and work requirements.**

1. **Implications for organizational behavior from an employee and management perspective:**

**As management perspective: organic design proved the protective that the reason to organization prefers it.**

**As employee: It is not easy to take on new design in the organization that will cost money and time for both manager and employee as well.**

**Organizational behavior Self Assessment**

**Student Name: Norah Alshamamri**

**Assessment 22: Organizational Design Performance**

 **Student Score \_\_\_\_\_\_\_\_**

1. **Self Analysis Profile describing the assessment and Interpretation of score.**

**The self-assessment designed with 16 questions to measures the individual’s performance for working in the organization. In addition, if you got high score that mean you more comfortable with the mechanistic design, if your score below 48 you will be comfortable with organic design.**

1. **Interpretation:**

**My score is 64 I agree with this score form my experiences I prefer to work with mechanistic design I feel more protective and be more dynamic as everything clear for me. Nowadays, the organization taking more of organic design characteristics and it works with as well as the mechanistic in different way.**

1. **List and Briefly Discuss Organizational Behavior Concepts Identified:**

**This show us the differences in personality how it can work and help in the origination some of them need the mechanistic personality and the other need more and more from organic design. All design can be effective in different situation and work requirements.**

1. **Implications for organizational behavior from an employee and management perspective:**

**As management perspective: organic design proved the protective that the reason to organization prefers it.**

**As employee: It is not easy to take on new design in the organization that will cost money and time for both manager and employee as well.**

 **Personal Reflection**

**My experiences in Bowie State University as an international student I taking this subject and happy with that. The book is clear and uses good examples with a good contact. Every class we have dissection and activate which is help me as international student to fit more in the class and make good communication with class mate. This Is first time to share my experiences in class and speak about it with other student from different ages, culture and diversity. The instructor play the big role for that I feel more comfortable as international student who came from other world to learn more and get that knowledge he want it.**

**In this self-assessment, I take 22 tests. I examine myself about all of them it is really good for student, to do this assessment it is hard, long but in the same time I enjoyed to know more about organizational behavior, and I know more about myself in workplace I read a lot of reach information will help my in the future in my career.**

**In addition, I use new method to learn and every week make a newsletter for that chapter I read that is fist time for me to that and in the midterms those newsletter help me more to study and save me time.**