

# A Case Study of Organizational Behavior: Conflict Management

To create a footprint in the telecommunication Business & Operation Support System (BSS and OSS) a well known fortune 500 company, Olite (name changed) , acquired a leading software company in the billing and revenue management sector named PTL (name changed) in the year 2004. Olite is a multinational company with its headquarters in USA.

This acquisition was consolidated at Olite, under the Telecommunication Business Unit (TBU). To utilize the cost advantage and the technical expertise, Olite started its TBU division activities at the India development center (IDC). Olite also maintained a group (here after referred to as HQ team) at its headquarters, which focused on R & D activities and for supporting a few key customers. Most of the employees who were part of TBU division came from PTL software. The main responsibilities of the IDC group were to provide support to the existing customers and provide minor enhancement to the existing product.

This case study discusses the growth of the TBU's engineering division at IDC and the challenges it faced while dealing with the needs of the employees, aspirations of its leaders and the effects and challenges it created to the group at its HQ division and the HQ group heads reaction to it.

As part of this case study we will try to focus and understand following aspects:

- Personality type
- Conflict between individuals
- Organizational politics –Divide and Conquer

## Description of the Case:

This is a case study of the Engineering (Product Development) group of the TBU division. The TBU's engineering group was organized in a simple hierarchical structure as shown in Figure 1.

Michel (VP)

**Suraj (Director)**

**Ashok (Director)**

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## **Organizational Behavior Ups 12th Edition Case Study:**

*Organizational Behavior* Fred Luthans, 2008 *Organizational Behavior* by Fred Luthans was the first mainstream organizational behavior text on the market and continues the tradition of being the most current and up to date researched text today Well known author Fred Luthans is the 5th highest Publisher in Academy of Management Journals is a senior research scientist with the Gallup Organization and continues to do research in the organizational behavior area *Organizational Behavior* 11th Edition is ideal for instructors who take a research based and conceptual approach to their OB course

**Reinventing Business Practices, Start-Ups, & Sustainability** Prof.Dr.V.Sasirekha, Prof.Praseeda C, Dr N Meena Rani, Dr Catherine S, Dr.Kalaivani M, Dr.Suganya V, Dr.Kiruthiga V, **Personnel Literature** United States. Office of Personnel Management. Library, 1993

**Handbook of Research on Strategy and Foresight** Laura Anna Costanzo, Robert Bradley MacKay, 2009 This important Handbook explores and evaluates dynamic environments and the appropriate strategic responses to them in the 21st century Drawing together a collection of 29 original chapters the Handbook makes an invaluable contribution to theory and practice by stimulating disciplined rigorous and imaginative enquiry into the relationship between strategy and foresight Leading scholars in the field of strategic management are brought together to offer innovative and multi disciplinary perspectives on the past present and future of strategy formation and foresight In so doing they challenge research in four key areas strategy and foresight processes strategy innovation for the future understanding the future and strategically responding to the future The Handbook of Research on Strategy and Foresight is a comprehensive resource that will be invaluable for academics students and practitioners interested in this important phenomenon

How to create high-performing innovation teams Mikael Johnsson, 2022-07-18 Effective team work is essential if innovation projects are to succeed How to create high performing innovation teams provides practical guidance and advice on how to create high performing teams regardless of type or size of company organization or public institution It offers the reader pivotal tools and insights to use in practice Both the theory and practice for creating high performing innovation teams are discussed and new tools and insights are provided for managers consultants and academics It answers the call for rapid innovation to respond to the increasingly changing market and to shorter product life cycles How to create high performing innovation teams addresses specifically the factors that enable innovation work from the perspective of the organization the innovation team and its members In addition to co located innovation teams the book also discusses the differences among global organizations and what to consider in the creation of global high performing innovation teams

**Handbook of Research on SDGs for Economic Development, Social Development, and Environmental Protection** Popescu, Cristina Raluca Gh., 2022-05-27 Today s context of sustainability and its challenges have shifted dramatically in the post COVID 19 era Economic development social development and environmental protection are vital concerns for sustainability and sustainable development especially as a result of the COVID 19 pandemic and the

COVID 19 crisis It is essential to address the necessary issues and opportunities in order to be able to understand the importance of sustainability and sustainable development The Handbook of Research on SDGs for Economic Development Social Development and Environmental Protection provides an updated view of the newest trends novel practices and latest tendencies concerning the manner of supporting and ensuring sustainability and the challenges of the post COVID 19 era while focusing on economic development social development and environmental protection It also discusses the ways in which global nations are expected to realize successful partnerships in order to support sustainability and sustainable development while targeting sensible issues Covering topics such as organizational green culture implications global economy and urban energy efficiency this major reference work is an essential resource for scientists economists students and educators of higher education sociologists environmental scientists executives managers government officials entrepreneurs researchers and academicians Research Anthology on Business Law, Policy, and Social Responsibility Management Association, Information Resources, 2023-12-21 The complicated interactions between business law and societal expectations pose an unprecedented challenge in modern commerce Businesses navigate an intricate ecosystem shaped by legal principles government regulations and evolving societal values The Research Anthology on Business Law Policy and Social Responsibility comprehensively explores critical issues as societal expectations for responsible business practices rise across a four volume collection The anthology's timely significance makes this reference with an exhaustive coverage an indispensable resource Carefully curated the collection sheds light on the latest trends techniques and applications in business law and policy Covering topics from the transformation of business ethics in the digital era to the role of multinational corporations in enforcing competition laws the anthology serves as a vital reference for academics lawyers policymakers and business professionals Libraries seeking expansive and diverse research materials will find this anthology to be an exceptional solution enriching the academic environment and serving as an invaluable tool for researchers educators and students The Research Anthology on Business Law Policy and Social Responsibility is a comprehensive addition to any institution's collection addressing the diverse needs of those exploring the landscape of business law and policy

*Organizational Risks, Challenges, and Barriers in Developing Sustainability Start-Ups* Tennin, Kyla Latrice, Mishra, A. B., 2025-06-04 The survival and growth of social enterprises present a critical challenge exacerbated by the disruptions caused by the COVID 19 pandemic The interplay between social entrepreneurship and sustainability remains underexplored leaving a significant gap in academic research This gap urgently demands the development of a comprehensive conceptual framework that links social entrepreneurship with various dimensions of sustainability social economic behavioral and governance With the threat of global economic downturns looming the need to address this issue has never been more pressing *Organizational Risks Challenges and Barriers in Developing Sustainability Start Ups* emerges as a groundbreaking solution to this pressing issue This book provides a structured approach to bridge the divide between social entrepreneurship

and sustainability offering a clear path for organizations and researchers to construct more robust social entrepreneurship frameworks With a dual aim the book seeks to empower social enterprises to navigate economic fluctuations effectively and to enhance their capacity to attain social environmental and economic sustainability **Dark and Bright Side of Social**

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Education ,2001-04

The Top Books of the Year Organizational Behavior Ups 12th Edition Case Study The year 2023 has witnessed a remarkable surge in literary brilliance, with numerous engrossing novels enthralling the hearts of readers worldwide. Lets delve into the realm of top-selling books, exploring the fascinating narratives that have charmed audiences this year. Organizational Behavior Ups 12th Edition Case Study : Colleen Hoover's "It Ends with Us" This heartfelt tale of love, loss, and resilience has captivated readers with its raw and emotional exploration of domestic abuse. Hoover masterfully weaves a story of hope and healing, reminding us that even in the darkest of times, the human spirit can prevail. Uncover the Best : Taylor Jenkins Reid's "The Seven Husbands of Evelyn Hugo" This intriguing historical fiction novel unravels the life of Evelyn Hugo, a Hollywood icon who defies expectations and societal norms to pursue her dreams. Reid's absorbing storytelling and compelling characters transport readers to a bygone era, immersing them in a world of glamour, ambition, and self-discovery. Discover the Magic : Delia Owens' "Where the Crawdads Sing" This mesmerizing coming-of-age story follows Kya Clark, a young woman who grows up alone in the marshes of North Carolina. Owens spins a tale of resilience, survival, and the transformative power of nature, captivating readers with its evocative prose and mesmerizing setting. These popular novels represent just a fraction of the literary treasures that have emerged in 2023. Whether you seek tales of romance, adventure, or personal growth, the world of literature offers an abundance of engaging stories waiting to be discovered. The novel begins with Richard Papan, a bright but troubled young man, arriving at Hampden College. Richard is immediately drawn to the group of students who call themselves the Classics Club. The club is led by Henry Winter, a brilliant and charismatic young man. Henry is obsessed with Greek mythology and philosophy, and he quickly draws Richard into his world. The other members of the Classics Club are equally as fascinating. Bunny Corcoran is a wealthy and spoiled young man who is always looking for a good time. Charles Tavis is a quiet and reserved young man who is deeply in love with Henry. Camilla Macaulay is a beautiful and intelligent young woman who is drawn to the power and danger of the Classics Club. The students are all deeply in love with Morrow, and they are willing to do anything to please him. Morrow is a complex and mysterious figure, and he seems to be manipulating the students for his own purposes. As the students become more involved with Morrow, they begin to commit increasingly dangerous acts. The Secret History is a exceptional and suspenseful novel that will keep you speculating until the very end. The novel is a warning tale about the dangers of obsession and the power of evil.

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