

Name = Tariq Bilal

ID = 13588

Class = Bs(cs)

Subject = Organizational Behavior

Ans 1) We can make a contagious plan where employees can work in Social distancing.

1) we need to make large distance between employees it is possible to work in the same company where employees can work from keeping large distance from each other.

2) Employees need to wear clothes.

3) Employees need to wear Masks.

4) Employees need to wash hand on sanitiser after 30 minutes.

5) A crowd gathering should be avoid in the company.

6) People should talk on the telephone rather than meeting each other.

7) a Meeting can be perform online on videocall. Where all the employees get together and make a video call.

8) Avoid shaking hands to each other in a company.

Ans 2) Power distance refers to the relationship between those in power and the subordinates in a society where lower ranking individuals depending on the high or low power distance culture react to that authority. In power distance we should distribute equal power among the workers. In Covid we should talk to our employees about anything happen in the company and also by social distancing. It is perception that power is unequally distributed in bosses and Bosses are superior from workers. In Asian countries the power distancing is high. We should reduce power distancing and power should be distributed equally among all workers.

2) Individualism vs. Collectivism

we should focus on collectivism. we should focus on group goals. In covid it is possible if we keep social distancing. collectivism is far better than individualism. we should focus on collectivism because it makes our work easy.

### Masculinity vs. Femininity

Masculinity and femininity revolve around the emotional role distribution between genders, which is again a prime issue in a number of societies.

Masculine cultures possess the following characteristics.

Clearly distinct gender roles;

Benevolence has little or no significance;

Men are expected to be tough and assertive with a concentration on material achievements;

Sense of humor, intelligence, affection, personality are considered preferred characteristic traits of a boyfriend by the women;

Understanding, wealth, and health are considered desirable characteristic traits of a husband by the women.

Feminine cultures possess the following characteristics:

Overlapping of social gender roles;

Men, as well as women, are expected to be tender, modest, with focus on the quality of life;

Emphasis on the non-materialistic angles of success;

The preferred traits in boyfriends and husbands are the same.

### Uncertainty Avoidance

Uncertainty avoidance is the extent to which the members belonging to a society are capable of coping with future uncertainty without they are going through stress.

Weak uncertainty avoidance comes with the following features:

Undertaking risk;

Tolerance toward differing opinions and behaviors.

Strong uncertainty avoidance is represented by the following aspects:

Tendency to avoid risk;

Organizations that have a number of standardized procedures, written rules, and clearly delineated structures;

Strong requirement for consensus;

Requirement for predictability highlighting the significance of planning;

Promotions depending upon age or seniority.

### Long-term vs. Short-term Orientation

This is based on the Confucian dynamism. According to the teachings of Confucius, the following aspects of life are evident:

Every social organization has its prototype in the family.

Virtuous behavior involves treatment meted out to others in a similar manner as one prefers to be treated oneself.

So far as tasks in life are concerned, virtue comprises acquiring skills, working hard, education, being wise in spending as well as showing perseverance and patience.

Long-term orientation (high Confucian values) reflects the following:

A futuristic, dynamic mentality;

Emphasis on a relationship order depending on status, and observance of this order;

Emphasis on persistence and perseverance;

Stress on possessing a sense of shame;

Positive association with economic growth;

Inclination toward interrelatedness represented in sensitivity toward social contacts.

Short-term orientation (low Confucian values) is characterized by the following:

Orientation toward past and present;

Focus on respect for tradition;

A comparatively static, more conventional mentality;

Emphasis on personal steadiness;

Emphasis on reciprocation of gifts, favors, and greetings;

Negative association with economic growth.

Ans 3) Yes I think employees of the bank can be job satisfied, Job Involved, Psychological empowered in this situation. The employees can be job satisfied if we give them Authority if they are in control of their jobs, they can be job involved if we give them good working hours not too much like 12 hours shift maximum 8 hours a day. If they wear gloves during their work time. If they wear their mask. If they wash their hands after 30 minutes. They should keep social distance from each other. Before touching the money they should wear gloves. I think employees will be psychological empowered in this situation if we provide them all gloves, masks, they can be job involved if they are talking to different customers. They can be job satisfied if we give them authority and they are in control of their jobs.

Ans 4)

I agree the mood and emotions of the customers will be affected by this pandemic. The mood of the employees will be affected by this pandemic. We should keep the customers at social distance from each other. Use a sanitiser when they enter the work place. The employees should wear gloves, they should wear masks, they should wash their hands after 30 minutes. The employees should deal the customers very politely.

Every employee should give proper time to the customers. The employee should be doing meeting online on videocall. We should make the queue of the customer but also keep social distancing in between them.