

ONLINE ASSIGNMENT
ORGANIZATIONAL BEHAVIOR

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HAYATABAD PHASE II

Changing Others' Perceptions of You

How do other people perceive you? Identify one element of how others perceive you that you are interested in changing. It could be a positive perception (maybe they think you are more helpful than you really are) or a negative perception (maybe they think you don't take your studies seriously).

- 1. What are the reasons why they formed this perception? Think about the underlying reasons.*
- 2. What have you done to contribute to the development of this perception?*
- 3. Do you think there are perceptual errors that contribute to this perception? Are they stereotyping? Are they engaging in selective perception?*
- 4. Are you sure that your perception is the accurate one? What information do you have that makes your perceptions more valid than theirs?*
- 5. Create an action plan about how you can change this perception.*



PERCEPTION::

“A process by which individuals organize and interpret their sensory impressions in order to give meaning to their environment.”

Perception is how we make sense of our environment in response to environmental stimuli. While perceiving our surroundings, we go beyond the objective information available to us, and our perception is affected by our values, needs, and emotions. There are many biases that affect human perception of objects, self, and others. When perceiving the physical environment, we fill in gaps and extrapolate from the available information. We also contrast physical objects to their surroundings and may perceive something as bigger, smaller, slower, or faster than it really is. In self perception, we may commit the self-enhancement or self-effacement bias, depending on our personality. We also overestimate how much we are like other people. When perceiving others, stereotypes infect our behavior. Stereotypes may lead to self-fulfilling prophecies. Stereotypes are perpetuated because of our tendency to pay selective attention to aspects of the environment and ignore information inconsistent with our beliefs. When perceiving others, the attributions we make will determine how we respond to the situation. Understanding the perception process gives us clues to understand human behavior.

Of sound -

the ability to receive sound by identifying vibrations.

Of speech -

The competence of interpreting and understanding the sounds of language heard.

Touch -

Identifying objects through patterns of its surface by touching it.

Taste -

the ability to receive flavor of substances by tasting it through T sensory organs known as taste buds.

Other senses -

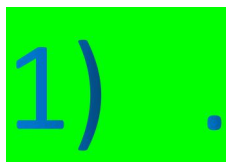
They approve perception through body, like balance, acceleration, pain, time, sensation felt in throat and lungs etc.

Of the social world - It permits people to understand other individuals and groups of their social world.

Example -

Ali goes to a restaurant and likes their customer service, so he will perceive that it is a good place to hang out and will recommend it to his friends, who may or may not like it. Ali perception about the restaurant is good.

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1) .

Sometime other people in an organization perceive you because some time he is not comfortable or his perceive is for changing or improving the organization. This perception is good or bad for you.

There are several ways to make a great first impression on someone you just met. Here are five proven strategies to get you started.

1. Be curious.

Want to be the most interesting person in the room? In a previous article, I offered seven questions a person can ask to ignite a captivating conversation. But for that scenario to happen, curiosity is the social prerequisite. Albert Einstein famously said, "I have no special talents. I am only passionately curious." Perhaps there's an Einstein in all of us.

2. Ask: "What's your story?"

When meeting someone for the first time, forget the typical questions like "What do you do?" and "Where are you from?" Asking "What's your story?" will take the other person by surprise. It's open-ended enough to trigger an intriguing story--a journey to a foreign country, meeting a famous person, a special talent used for making the world a better place, etc. It's also a question that immediately draws in the other person and lets him or her speak from the heart.

3. Be intentional about learning from the other person.

The best conversations in life are initiated by wanting to learn about what other people do: how they do it and why they do it. You will benefit from asking, and the other person will appreciate the gesture and pay it forward. To take it to another level, seek out someone younger and less experienced who brings real value to your work or life in an area unfamiliar to you, and learn from that person. This will garner an immediate and positive first impression.

4. Follow through.

To make a good connection with someone new in your personal or professional circle, offering to help the other person is certainly a good strategy for a

positive first impression. However, only a small percentage of people actually deliver on their promises. People will value your connection even more when you actually provide what you've suggested: a contact, a resource, a referral, or some coaching. When you do, the law of reciprocity kicks in and you'll benefit from that new relationship.

5. Listen before you speak.

Want to create a great first impression? Let the other person speak without interruption. Let's be honest: How often do you find yourself trying hard to avoid jumping in and finishing someone else's sentence? You see, magic happens in a conversation when active listening takes place. This is being content to listen to the entire thought of someone rather than waiting impatiently for your chance to respond. That's when both parties know real listening is taking place. When you speak to other people today, eliminate your distractions in the moment. Then give the speaker your full attention. What you're communicating non verbally is *"I am interested in what you have to say."*

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2).

Errors in Perception::

As seen above perception is the process of analyzing and understanding a stimulus as it is. But it may not be always possible to perceive the stimuli as they are. Knowingly or unknowingly, we mistake the stimulus and perceive it wrongly.

Many times the prejudices in the individual, time of perception, unfavorable background, lack of clarity of stimulus, confusion, conflict in mind and such other factors are responsible for errors in perception.

Illusion:

The illusion is a false perception. Here the person will mistake a stimulus and perceive it wrongly.

For example, in the dark, a rope is mistaken as a snake or vice versa. The voice of an unknown person is mistaken as a friend's voice. A person standing at a distance who is not known may be perceived as a known person.

Hallucination :(day dreaming/ fantasy)

Sometimes we come across instances where the individual perceives some stimulus, even when it is not present. This phenomenon is known as a hallucination. The person may see an object, person, etc. or he may listen to some voice though there are no objects and sounds in reality.

Halo Effect

This phenomenon can be triggered by various positive traits and is strongly linked with first impressions. Physical attractiveness is a common factor in the halo effect, as someone who is perceived to be more attractive will be assumed to have other positive personality traits and abilities.

The individual is evaluated on the basis of perceived positive quality, feature or trait. When we draw a general impression about an individual on the basis of a single characteristic, such as intelligence, sociability, or appearance, a halo effect is operating.

An example of the halo effect is in a job interview. The candidate is much more likely to be hired if he or she appears attractive and friendly to the employer because the employer will associate those external, positive qualities with intelligence, capability and talent, regardless of whether the candidate actually has those characteristics.

Stereotype

When we judge someone on the basis of our perception of the group to which he or she belongs, we are using the shortcut called stereotyping.

Stereotyping is assuming that “they’re all alike.” It’s looking at a whole group of people and assuming that they all share certain qualities.

For example, when you meet an elderly lady, you might assume that she has certain traits – that she likes to knit, or is a grandmother. But these assumptions are stereotypes, and there’s no guarantee that they are right! After all, the lady might not have any grandchildren or might prefer dancing.

Similarity

Often, people tend to seek out and rate more positively those who are similar to themselves. This tendency to approve of similarity may cause evaluate to give better ratings to employees who exhibit the same interests, work methods, points of view or standards.

Contrast

The tendency to rate people relative to other people rather than to the individual performance he or she is doing. Rather will evaluate an employee by comparing that employee’s performance with other employees.

Horn Effect

If our first impression about a person is negative, we tend to ignore his positive characteristics and concentrate only on the negative ones. We tend to see the person in the light of the negative first impression and hence there is higher probability that we will not like the person. This is called horn effect. Eg, if an interview starts with a negative statement from the interviewee, there is higher chance that he would be rejected due to horn effect.

When the individual is completely evaluated on the basis of a negative quality or feature perceived. This results in an overall lower rating than acceptable rate. He is not formally dressed up in the office, that’s why he may be casual at work too.

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3).

This perception is both good or bad for the organization. If the perception is benefits for organization then we need to Improve this perception and maybe this perception helpful for organization. And need to contribute those perception for organization.

4) ..

First we see that the perception is helpful or bad for organization. And need to comparison the perception of the other people and your perception. And improve your self from this perception which is given by other people.and then the best perception between this you want to choice the best.

5).

When other people perceive you then you need to plan about this perception. And make the take an action plan about this perception. You need to improve this perception if this perception is helpful for you or organization and lead the organization include this perception.



THE END*