**BSG 302: Organizational Behavior**

**Case Analysis One**

This case analysis carries 8 marks and is due in class on November 5, 2012.

**Instructions:**

1. Submit your analysis in class, not in the office.
2. Do not slip your case analysis under the door of my office. It will not be accepted.
3. Late submission is penalized. You will lose 2 marks for each day after the submission date.

Company B experienced a sudden attrition that was occurring in one particular department. About 25 employees of the company’s 250 employees left within one month. The manager in charge did not have an answer for the attrition. The company’s CEO decided to take action on the manager and transferred him to another department. It was later realized that this high attrition happened because the workers were not paid their bonuses by the company on time. It is worth noting that the company could not pay the bonuses to the employees as it was going through a phase of heavy financial losses. Corporate executives realized this mistake and decided to be more open and transparent to the company’s employees about its promises to them.

**Case Analysis Questions**

1. Name the organizational behavior involved in this case. What type of organizational behavior is it (3 marks)?
2. Explain this behavior in terms of employee job satisfaction (3 marks).
3. Identify the ***contribution*** of the employee and the ***inducement*** of the organization in this case (2 marks).