

PERSONAL REFLECTION PAPER**“LEARNING PROCESS STARTS FROM BIRTH; ENDS TILL DEATH”.**

Primarily, I would akin to speak about my role in life at different stages of life like an order booker in Mayfair, sales officer in Unilever and direct supervisor officer in mobilink. After this, I will mention how organizational behavior's concepts played a vital role in my life. I was dealing the customers and subordinates in dynamic environment but having no proper knowledge for a right way. I often got tips for motivating employees and customers by my seniors. Mostly I used rough language for my juniors in aggressive mode. I have no knowledge how to treat different people by different styles. Usually I copied the ways, words, body language of my competitors, peers, and seniors for my job. I considered that all the sectors of Pakistan have same culture but a little change in language geographically. During my job I misbehaved with my senior and this conflict spread all over the organization. I have no idea about the policies, rules and regulations of organizations. Luckily, my all seniors teach me how to behave and give the arguments at any point of difference. I did not know about, modes and emotions, personality, motivational theories, personality and organizational behavior. At a stage I understood that the personality is the other name of dressing and enough. With the passage of time I survived for I instead survive for organization. My top priority was to achieve the targets and made more incentives for my pocket. On this way I got a practical experience in different multi and domestic organizations for 3.5 years.

“A TEACHER IS NOT A KING BUT A KING MAKER”.

Later than I left all the jobs and got admission in MBA. During my MBA I learned about the subject organizational behavior. My teacher of this subject cleared all the concepts in my mind and I totally changed my behavior towards the organizations and their culture. From the organizational behavior point of view, I knew that things like these are inevitable in decision-making and a lot of this was focused on constructive criticism and as a functional conflict. In fact, this led my knowledge to follow a path that believed in perfection and consideration of every valuable input. Another interesting concept that I came across was that, I personally witnessed myself competing and avoiding to be less cooperative at times and was immediately pulled back to see this. However, I also believe that I brought a culture into the group, which fulfilled the role of a negotiator in order to avoid conflict and save time on decision making. This was to me a breakthrough in my learning experience only because I did not know I had them (skills). I understood the fact that many tradeoffs are made in jobs, and a mediator was always in favor of the job. My intuition that my job had an integrative characteristic to its negotiation policies proved right. A lot of this was to make each other happy at the moment and also the fact that we were peers hoping to maintain long term relationship was also a reason. However, it was not possible for me to create a win situation all the time. I believe that my reasoning and persuasion skills helped to some extent to avoid conflict. This was also a perfect opportunity for me to put a number of other alternatives on the table for discussion and thus exploring my

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