

Introduction: Microsoft is a well-known American technology company founded in 1975 by Bill Gates and Paul Allen. These committees help inform management and effective employee behavior. In summary, the choice of the topic "Employee Behavior and Attitudes" is critical for organizations that want to improve their performance and represents the organization's strategic focus on the human dimension, as employees are the main drivers of success.

1- Identify your selected topic. What are the various elements, or functions and importance of the concept practiced by the organization. A company conducts its attitudes and behaviors through a combination of organizational culture, values, leadership, policies, and communications. Organizational culture determines the way employees interact and behave within the company. It includes the rules, beliefs, and practices that shape behavior. Values are the principles that guide the decision-making process and behavior in the organization. Leadership plays a crucial role in setting the example of desired attitudes and behaviors. Managers influence culture through their actions. Policies and procedures provide guidelines for acceptable behavior within an organization. It sets the expectations and consequences of actions, and communication is also the key in enhancing attitudes and behaviors. While the company worked with all of these elements, a good, positive environment will exist within the company. Employees' attitudes and behaviors also directly affect customer satisfaction, which determines the extent of the organization's success. Attitudes contribute to the overall reputation of the organization. The extent of a good reputation enhances the attraction of talent and the company's image in the market. Behaviors also affect the cooperation of team members with each other. Positive attitudes enhance trust and effective communication, which makes it easier to make decisions and solve problems. It is very important to solve conflicts. Between the members of the organization and the employee's well-being. Negative behaviors affect the employee's productivity and increase stress and obstacles. Therefore, it is important to provide him with his well-being. Also, continuous improvement and enhancing the growth mindset are among the things that affect the creation of opportunities for self-improvement. This is what Microsoft is working on. It is interested in diversity, so it works on initiatives and programs to create a more inclusive work and provides resources to support employees from all cultures. Also, employee participation. It is important to make communication open between employees to create professional growth and cooperation between them and a feeling of appreciation within the organization. Also, the company's social responsibility and Sustainable practices through charitable activities Microsoft sets a positive example for its employees. Performance management also uses Microsoft systems to track and evaluate employee performance. Comments and performance reviews help enhance desired attitudes and behaviors and the success of plans and goals. The organization encourages innovation and creativity by promoting a culture of experimentation and learning and enabling the employee to endure... Risks and thinking outside the box to create new innovations. Finally, leadership development. The organization invests in leadership development programs to create strong leaders who can strengthen the company's values. Training helps align leaders with the company's vision. Through these areas, Microsoft has made Microsoft a positive environment for its employees and a global success. It is important to focus on the behaviors and attitudes in the organizational structure, from managers to employees, as they are all affected and influenced within the company, and this is among the things that determine the success of the company

or the continuation of employees within it. When there is a negative environment, it will lead to alienation from the company and vice versa. 2- What are the related issues or problems (related to OB) facing the organization related to your selected topic? Microsoft's organization, as a global technology company, faces several issues and problems in the field of organizational behavior, which are affected by the attitudes and behaviors of its employees. Among these issues: Organizational culture: Microsoft may face challenges in encouraging an innovative and flexible work culture and challenges in applying and disseminating common organizational values and understanding them among all employees. Also, among the issues is diversity and inclusion, in promoting a diverse and comprehensive work environment that reflects the diversity of society and encourages equality and equal opportunities, as well as a lack of communication and interaction in the absence of... Clarity of strategic directions and objectives, which may lead to employees not understanding what is expected of them. Also, the size of the organization. Microsoft may face difficulties in managing the organizational structure and interaction between different departments, which leads to discrepancies in goals and focus. Also, work pressures and the balance between personal and professional life. At Microsoft, there are pressures. An intense process for employees that requires effective management of time and resources that ensures a balance between personal and professional life, as well as the challenges of leadership and supervision that Microsoft faces in developing leadership and supervision skills in order to ensure that employees are directed in a way that enhances motivation and productivity, as well as rapid technological changes, as trends and technologies change very quickly, and this requires the company to Microsoft adapts quickly and continuously develops employees' skills. It may also face challenges in identifying and implementing the right strategies that enhance competitive excellence and achieve growth and profitability goals sustainably. Also, the lack of employee participation in decision-making and lack of commitment to organizational policies and procedures, which may lead to a loss of confidence and deterioration of performance, as well as a difference in cultures. Organizational This becomes clear when merging with other organizations creates challenges in understanding the common values and expectations between different cultures, as well as the challenges of innovation and renewal, by providing a suitable environment for creativity, managing development processes effectively, interacting with market needs quickly and flexibly, as well as environmental challenges with the global expansion of Microsoft, such as environmental impact management. For the company's operations, applying sustainability practices in its daily activities, and contributing to global environmental solutions. Digital transformation also requires challenges such as developing digital infrastructure, enhancing data exchange between departments, and enhancing the effective use of modern technology in all aspects. 3- What course concepts can be applied to understand the reasons of the problems? Describe the relationship between attitudes and behaviors. Definition and distinction between job satisfaction and organizational commitment. List the factors associated with job satisfaction and organizational commitment. Describe the consequences of job satisfaction and organizational commitment. Identify ways companies can track workplace attitudes. Have a positive attitude about it. Your personality is a big part of your happiness. If you are always looking for the negative in everything, you will find it. A good fit with the job and company is important to your happiness. This starts with knowing yourself: What do you want from a job? What do you enjoy

doing? Be honest with yourself and do a self-evaluation. Get accurate information about the job and the company. Ask detailed questions about what life is like at this company. Do your research: Read about the company and use your social network to understand the company culture. Develop good relationships at work. Make friends. Try to get a mentor. Get close to the person you like and try to build a relationship with him. An experienced mentor can be of great help in managing life in the company. Your social network can help you get through the bad days and provide you with emotional and effective support during your time at the company as well as afterward. Root cause analysis of the problem that occurred at Microsoft, which helps determine the underlying cause of the problem, not just the symptoms. Asking "why" often involves several repetitions to get to the core problem. It is known for its operating systems (such as MS-DOS and Windows), productivity software (such as Microsoft Office), cloud services (such as Microsoft Azure), and hardware (such as Xbox game consoles and Surface devices). In the workplace, they may have positive or intersectional attitudes toward certain tasks, products or services, co-workers, and management. Behavior is defined by a person's higher level of commitment to specific responsibilities. At work, employees are motivated by actions such as greeting customers. The attitudes and behaviors of employees within an organization can be understood through various organizational theories, perspectives, and behaviors. Perception and Attribution: – Employees' perceptions of specific events and characteristics based on their attitudes and behaviors..3.