**Assessment-2: Hack-A-Thon**

* Part A

My personal emotional needs profile after undertaking the emotional intelligence assessment resembles to the organized type. I am likely to focus on the organization systems and processes so that I can ensure that I do not miss out on any of the requirements. Also, I shall prefer more of experienced employees as they can tackle the workplace challenges in a better way. However, at the same time I might not push everyone to achieve the desired objectives considering their work limits. But I also need to keep the deadlines in mind and work accordingly at a given workplace.

I shall prefer employees for the new team that will have emotional intelligence type as conceptual. I am likely to collaborate with them as they can suggest new working options and approaches at a given workplace. Second, these employees are quick in selecting the alternatives and hence will reduce overall time in the decision making process. Finally, they will overcome workplace conflicts and will focus more on achieving required objectives of the organization.

To enroll such team-mates in my team, I need to interview the respondents and identify people that I shall prefer to work along on a given work assignment. It will help us both achieve a common objective of the organization. The questions can be related to - their emotional attachment with the organization, their temperament levels, their approach toward the work, their way of managing the workplace issues, and their decision making skills.

It is important for me and the new team to first identify the objectives of the tasks assigned to us in a given work environment. We then need to gather desired resources and subsequently prepare the work schedules. We can then start working on it and also keep a track of the progress to make sure that desired objectives can be achieved in a given timeframe. It is desirable to have such a team-based working approach in the organization.

* Part B

With increased globalization, the organizations are aiming for expansion plans in other parts of the world (Winterich & Zhang, 2014). However, the HR department faces one of the biggest challenges for the employees. The organization faces inter-cultural issues due to differences in the culture. As a result, these employees do not collaborate with each other and hence there is a direct impact on the performance of the organization.

The differences in the culture of the employees also rise due to differences in religion, language, caste, community background, and other such socio-cultural factors. It is the responsibility of the HR department to overcome these workplaces challenges and instead train the employees to work through a group-based working approach.

The employees need to be instructed on overcoming conflicts situations and cultural differences and thereby focus on the deliverables of the organization. The role of the Middle-level manager is to sort out the differences and then motivate these teams work on a given common task.

Only then the issue will be resolved in a given work culture. The top-level management needs to define separate policies and procedures that every employee needs to follow in the organization. Also, the top-level management needs to monitor the working practices and subsequently overcome these challenges to ensure that there are no further cultural conflicts taking place in the organization.