Commitment in Demanding Jobs Case Study Academic Level : Bachelor Paper details Please carefully read the “Managing Commitment in Demanding Jobs” case study (located on the second page). Your charge is to prepare a report for your boss that describes what you learned during your visit to Tiger. The report should begin with a description of Tiger Advertising and its current situation. The report should also describe the most important problems Tiger is confronted with, as well as the causes of those problems, in terms of OB concepts and theories. In your report, ensure you cover the following four questions. Questions: 1. Why are the perceptions of the managers and creative associates so different with respect to the nature of Tiger's management practices and policies? What role could emotional intelligence play in ameliorating some of these differences? 2. Describe the diversity that's present in Tiger's top management team. Discuss how the team's diversity likely impacts its functioning and its effectiveness. 3. Describe signs that groupthink is present in Tiger's top management team. In what ways is this groupthink problematic? What can be done to overcome these problems? 4. Based on your analysis of Tiger, does the company need a minor “tune-up” in regard to its practices and policies or is it a major overhaul in order? What three recommendations would most likely resolve Tiger's problems with organizational commitment and potential future litigation?