Define How Behavior Impacts Outcomes. Good employee engagement is key to an efficient and effective organization. Understanding job attitudes and job satisfaction is imperative to creating a productive organization. Read the fictional scenario, and respond to the checklist items in a 2- to 3-page paper with an additional title page and reference page. Employee Behavior and Job Satisfaction Scenario (fictional): The following four employees have different attitudes towards their jobs and different job satisfaction levels, which impact their behavior on the job at this security products company. You are the human resources (HR) director who is concerned with some employees’ behavior at work. Read the following background information on each of the four employees and address all the checklist items. Employee #1: Marketing product manager: He experiences cognitive dissonance every time his boss tells him he should not worry about the lower end of the market, saying “those people don’t have much buying power,” when the company’s values statement professes caring about the welfare of everyone everywhere. He comes from a blue-collar family and resents his boss’s attitude towards low-income groups. He is frequently late to work because he has to take his two preschoolers to daycare. As a result, his boss has given him a recent warning. Employee #2: Engineer: She is in a highly visible job developing new products that creates a lot of stress, and she works 10- to 11-hour days, sometimes 6 days a week. She is loyal but feels depressed by the constant, incessant workload. She is starting to look at job openings online in her off hours because her current long hours are starting to affect her marriage and she does not get to see her children, ages 6 and 8, very often during the weekdays. Employee #3: Loading dock manager: This young representative works the 12 a.m. – 7 a.m. shift. He does what is required but complains in the employee break room about the offices and work conditions when he is on break. His attitude is that he can go elsewhere if things do not improve. The other employees tend to agree with him when he complains. Lately, the distribution supervisor has noted employees’ reduced effort on the shift. Employee #4: Distribution lead: She is the sole Asian employee in the organization and feels isolated, as though she is just a placeholder versus really making a recognized difference in the organization. The company promotes itself as a diverse organization, which she knows is not true. She feels everyone expects her to fail, and few people engage with her regularly, including her boss. Checklist: The four employees have different attitudes and levels of job satisfaction. Describe the attitudes and job satisfaction of each of the four employees. Categorize and explain the responses the employees have to dissatisfaction based on the reading. Explain how each employee’s above attitudes and job satisfaction impact the organization in terms of profit, employee turnover, and affecting other employees’ attitudes. Include at least two (2) scholarly\* citations with accompanying references regarding attitudes, job satisfaction, and the impact on the organization that support your responses to the checklist item above. Explain what each of the managers of the four employees can do to change the employees’ attitudes for the better (referencing at least two of Mintzberg’s managerial roles to explain your response). Submit your 2- to 3-page paper with additional title and reference pagesusing current APA format and citation style (see the Learning Resources area for APA assistance) to the competency assessment Dropbox. Instruction Your submission must address all the checklist items. This assessment should be a 2- to 3-page Microsoft® Word® (minimum 250 words per page) document, in addition to the title and reference pages. Your submission should provide a clearly established and sustained viewpoint and purpose. Your writing should be well ordered, logical, and unified, as well as original and insightful. Your submission must be written in Standard English and demonstrate exceptional content, organization, style, grammar, and mechanics. A separate page at the end of your submission should contain a list of references in current APA format. Use your textbook, the Library, and the Internet for research as appropriate. Be sure to include references for all sources and to cite them using in-text citations where appropriate. Your sources and content should follow current APA citation style. Access current APA formatting and citation assistance in the Learning Resources area of this module. You can find additional writing resources within the Academic Success Center. Your submission should: include a title page; be double-spaced; be typed in Times New Roman, 12-point font; and be free of spelling or punctuation errors.