## Organizational Behavior: Final Exam Study Guide + Practice Questions 2023-2024

T/F: Job satisfaction is a positive form of work evaluation - False

T/F: The 'Big 5' Personality types (OCEAN) represent 5 personality clusters? - True

T/F: Conscientiousness is one of the best indicators of job performance - True

T/F: A high power distance equals power sharing - False

T/F: Distributive Justice Ethic System state that similar cases deserve similar treatment.
- True

T/F: Stereotyping is an extension of social identity - True

T/F: The fundamental attribution theory would lead you to believe that if someone is always late, it is beyond their control - False.
-FAE suggests we attribute our own errors to external factors, and other people's actions to internal factors.

T/F: Tacit Knowledge is best learned from a formal classroom structure - False.
-You need to learn tacit knowledge through application. You can't learn how to drive a car by reading about it.

T/F: Emotional Intelligence is a set of abilities - True

T/F: The EVLN model says that people engage in 'voice' to constructively recommend solutions to their dissatisfactions. - True

T/F: Values are relatively stable - True

What is reported by several studies as the most important leadership characteristic? - Integrity: Truthfulness and consistency of words and actions.

Other Leadership Characteristics: IS LIKED -Integrity, Self-Confidence, Leadership Motivation, Intelligence, Knowledge of business, emotional intelligence, and drive.

Which leadership perspectives explicitly considers task and people oriented styles? -Both Behavioral leadership and Path Goal Leadership

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**Ron Riggio** 

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senior research scientist with the Gallup Organization and continues to do research in the organizational behavior area Organizational Behavior 11th Edition is ideal for instructors who take a research based and conceptual approach to their OB **Rethinking Culture** David White, 2017-03-31 Organizational or corporate culture is the most overused and least understood word in business if not society While the topic has been an object of keen academic interest for nearly half a century theorists and practitioners still struggle with the most basic questions What is organizational culture Can it be measured Is it a dependent or independent variable Is it causal in organizational performance and if so how Paradoxically managers and practitioners ascribe cultural explanations for much of what constitutes organizational behavior in organizations and moreover believe culture can be engineered to their own designs for positive business outcomes What explains this divide between research and practice While much academic research on culture is challenged by ontological epistemic and ethical difficulties there is little empirical evidence to show culture can be deliberately shaped beyond espoused values. The gap between research and practice can be explained by one simple reason the science and practice of culture has yet to catch up to managerial intuition Managers are correct in suspecting culture is a powerful normative force but until now current theory and research is not able to adequately account for cultural behavior in organizations Rethinking Culture describes and presents evidence for a new framework of organizational culture based on the cognitive science of the so called cultural mind It will be of relevance to academics and researchers with an interest in business and management organizational culture and organizational change as well as cognitive and cultural anthropologists and sociologists interested in applications of theory in organizational and institutional settings Handbook of Human Resource Management in the Tourism and Hospitality Industries Ronald J. Burke, Julia Christensen Hughes, 2018-01-26 The hospitality and tourism sector is an increasingly significant contributor to GDP worldwide as well as a key source of employment in developing regions Drawing on contemporary research this Handbook provides a provocative review of the major human resource challenges facing the hospitality and tourism sector today Human Resource Management, 11th Edition Raymond J. Stone, Anne Cox, Mihajla Gavin, Joseph Carpini, 2024-06-04 The new edition of Raymond Stone's Human Resource Management is an AHRI endorsed title that has evolved into a modern relevant and practical resource for first year HRM students This concise 15 chapter textbook gives your students the best chance of transitioning successfully into their future profession by giving them relatable professional insights and encouragement to exercise their skills in authentic workplace scenarios

Understanding College and University Organization James L. Bess, Jay R. Dee, 2023-07-03 Now available in paperback this two volume work is intended to help readers develop powerful new ways of thinking about organizational principles and apply them to policy making and management in colleges and universities The book is written with two audiences in mind administrative and faculty leaders in institutions of higher learning and students both doctoral and Master's degree studying to become upper level administrators leaders and policy makers in higher education It systematically presents a range of

theories that can be applied to many of the difficult management situations that college and university leaders encounter It provides them with the theoretical background to knowledgeably evaluate the many new ideas that emerge in the current literature and in workshops and conferences The purpose is to help leaders develop their own effective management style and approaches and feel confident that their actions are informed by appropriate theory and knowledge of the latest research in the field Without theory organizational leaders are forced to treat each problem that they encounter as unique as if it were a first time occurrence While leaders may have some experience with a particular issue their solutions are usually not informed by the accumulated wisdom of others who have already encountered and resolved similar situations The authors approach the theory of the organization and administration of colleges and universities from three quite different perspectives or paradigms each relying on different assumptions about the reality of organizational life in colleges and universities. The positivist paradigm primarily an omnibus systems theory integrates the chapters into a comprehensive yet easily accessible whole Social constructionism the second paradigm is introduced in each chapter to illuminate the difficulty of seeking and finding meaningful consensus on problems and policies while also addressing important ethical issues that tend to be overlooked in leadership thought and action The third paradigm postmodernism draws attention to difficulties of logic and communication under the constraints of strictly linear thinking that authorities at all levels attempt to impose on organizations This multiple paradigm approach enables readers to become more cognizant of their own assumptions how they may differ from those of others in their organization and how those differences may both create difficulties in resolving problems and expand the range of alternatives considered in organizational decision making The book offers readers the tools to balance the real world needs to succeed in today s challenging and competitive environment with the social and ethical aspirations of all its stakeholders and society at large The authors aim is to elucidate how administration can be made more efficient and effective through rational decision making while also respecting humanistic values This approach highlights a range of phenomena that require attention if the institution is ultimately to be considered successful Also available Volume 1 The State of the SystemTwo volume set **Administration and Supervision in Laboratory Medicine** John R. Snyder, Donald A. Senhauser, 1989

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