

### Question 1

Ideally, an organization's culture should be linked to an organization's \_\_\_\_\_.

- A) Culture
- B) Workforce
- C) Strategy
- D) Socialization

Answer: <https://biology-forums.com/index.php?topic=627537>

### Question 2

Where might incorrect information impact the decision making process?

- A) Problem identification
- B) Solution evaluation
- C) Plan implementation
- D) All of the above

Answer: <https://biology-forums.com/index.php?topic=627286>

### Question 3

When might you first be persuaded that the guest speaker for your class is an authority?

- A) After hearing and critically considering their presentation
- B) After evaluating their qualifications
- C) Watching them confidently and professionally interact with your professor before the presentation
- D) Hearing that they have been invited to speak in your class

Answer: <https://biology-forums.com/index.php?topic=627245>

### Question 4

You place a lot of value on earning your degree, but there are several classes that you take only because they are included in your degree plan. Given a choice, you would never have enrolled in those classes. What best describes your degree and those dreaded required courses?

- A) Your degree is a terminal goal and classes are instrumental as a means to an end and are not inherently valued
- B) Your degree is an instrumental goal and classes are terminal goals you value as a means to an end and are not inherently valued
- C) The classes you take are intrinsically valuable because they lead you to your extrinsically valued terminal goal of a degree
- D) The social goal is achieving the degree and you only value what will be recognized by others—the process of how you get there is not valued

Answer: <https://biology-forums.com/index.php?topic=627709>

### Question 5

Learning style, personality, and cognitive processes are examples of which type of diversity?

- A) Demographics
- B) Organization-based
- C) Traits and characteristics
- D) Beliefs and values

Answer: <https://biology-forums.com/index.php?topic=627447>

### Question 6

Why do time constraints cause errors in decision making?

- A) Your performance is being judged, placing far more pressure on you to quickly solve the problem successfully
- B) Effective managers can quickly assess the situation and make a decision. Taking more time provides the impression that you aren't a good manager
- C) Time constraints limit your ability to gather information
- D) Time is money

Answer: <https://biology-forums.com/index.php?topic=627288>

### Question 7

What have some researchers argued could make all negotiation strategies more effective?

- A) Increase the perceived power base of the negotiator
- B) Focus only on the content or substantive outcomes
- C) Focus only on relationship outcomes
- D) Conduct negotiations on neutral ground

Answer: <https://biology-forums.com/index.php?topic=627421>

### Question 8

At which motivational level does Alderfer's ERG theory function?

- A) Internal
- B) Incentive
- C) Individual
- D) Progressive

Answer: <https://biology-forums.com/index.php?topic=627186>

### Question 9

What is the first step in the process of developing a targeted message?

- A) Establish what the purpose of your message will be
- B) Determine who you will deliver your message to
- C) Determine how you will deliver your message (e.g. asynchronous, memo, live speech, interactive presentation, hands on demonstration, etc.)
- D) Choose questions to answer in your message

Answer: <https://biology-forums.com/index.php?topic=627475>

### Question 10

Which of the following behaviors does organizational behavior seek to understand, solve, or prevent?

- A) Absenteeism
- B) Effectiveness
- C) Job satisfaction
- D) Organizational citizenship behaviors

Answer: <https://biology-forums.com/index.php?topic=627010>

### Question 11

In what way is charisma unique?

- A) It is considered a trait and a behavior
- B) It evokes strong social feelings in followers
- C) It requires risk to achieve goals
- D) It conveys their vision to their followers

Answer: <https://biology-forums.com/index.php?topic=627153>

### Question 12

What are the three dimensions of culture?

- A) National, organizational, social
- B) Organizational, group, individual
- C) Artifacts, espoused values, basic assumptions
- D) Physical, behavioral, verbal

Answer: <https://biology-forums.com/index.php?topic=627494>

### Question 13

Which best describes incremental change?

- A) Changing the organization's culture to respond to internal forces such as poor morale among employees
- B) This type of change prompts a company to reinvent themselves because the changes are so extensive and gradual they don't resemble the company they were before the change
- C) Gradual changes over time such as an organization increasing their online presence and decreasing their brick and mortar presence
- D) This type of change is more resistant to social and cultural factors

Answer: <https://biology-forums.com/index.php?topic=627547>

### Question 14

Contemporary organizations must change and adapt continually to function effectively in an environment filled with dynamic change. As a result, all of the following aspects are continually shifting except \_\_\_\_\_.

- A) How to analyze and apply market trends to develop products or services
- B) How work is accomplished
- C) How people view the nature of work

D) How to improve work

Answer: <https://biology-forums.com/index.php?topic=627047>

### Question 15

Organizational change focuses change efforts on which of the following?

- A) Planned or unplanned changes
- B) Rapid or incremental changes
- C) Structure, process, or outcome
- D) Culture, hierarchical structure, or innovation

Answer: <https://biology-forums.com/index.php?topic=627541>

### Question 16

What is the difference between terminal and instrumental values?

- A) Terminal values are what you do and instrumental values are what you want
- B) Terminal values are what you do and instrumental values are what you value
- C) Terminal values are what you want and instrumental values how you reach your terminal values
- D) Instrumental values are what you want and terminal values are how you reach your instrumental values

Answer: <https://biology-forums.com/index.php?topic=627705>

### Question 17

Employees are advised to use the subordinate negotiation strategy because it focuses on building the relationship between themselves and their supervisor.

- A) True, employees should defer to the experience and decisions of the supervisor, so entering negotiations with the goal of preserving that relationship is a great idea for advancing in the company
- B) False, they should use the competitive strategy that focuses only on the issues at hand and doesn't consider the relationship between the employer and employee
- C) False, they should use the avoidance strategy so they can focus on their own work and leave the negotiations and decision making to their supervisor
- D) False, a collaborative strategy would be the better choice because the issue and relationship are both considered during the negotiation process

Answer: <https://biology-forums.com/index.php?topic=627433>

### Question 18

Why should an organization learn from the "tragedy of the commons?"

- A) If your organization behaves responsibly, other organizations will take advantage of your absence in the competition. These actions of will negatively impact the sustainability of your organization because the price of goods and services will be undercut by your competition and deplete environmental resources
- B) The costs of not managing, or even exploiting, resources that aren't controlled are not sustainable and can cause organizational crisis
- C) To protect self-interest, an organization should back industry reforms whenever possible because the power of change is extra-organizational
- D) Mismanagement of human resources creates a ripple effect that can product huge impacts

Answer: <https://biology-forums.com/index.php?topic=627683>

### Question 19

Alan Wilson, CEO of food spice company McCormick, Inc. stated that "when someone introduces you to their culture, one of the first things they do is to introduce you to their food" because the food allows you to learn about the culture. What type of learning does this illustrate?

- A) Experiential learning
- B) Social learning
- C) Action learning
- D) Interpersonal learning

Answer: <https://biology-forums.com/index.php?topic=627098>

### Question 20

How quickly will someone you first encounter make multiple judgments about you?

- A) Less than a second
- B) One minute
- C) Five minutes
- D) It depends on the context

Answer: <https://biology-forums.com/index.php?topic=627120>