

Question 1

_____ is a form of self-fulfilling prophecy in which believing something can make it true.

- A) The confirmation bias
- B) The Pygmalion effect
- C) The anchoring bias
- D) The framing effect
- E) The distinction bias

Answer: <https://biology-forums.com/index.php?topic=650017>

Question 2

Which of the following statements is true regarding emotional intelligence (EI)?

- A) Evidence suggests that a person's performance on the job is independent of her EI.
- B) Evidence suggests that EI is not genetically influenced.
- C) EI is related to a person's ability to detect emotions in others.
- D) EI can be measured easily.
- E) EI is a simple, straightforward concept.

Answer: <https://biology-forums.com/index.php?topic=649716>

Question 3

Your boss never gives you the benefit of the doubt. When you arrived late from lunch, he assumed that you had simply taken too much time. He never considered that the elevators were not working that day and the fact that you had to walk up 10 flights of stairs. Your boss is guilty of _____.

- A) a self-serving bias
- B) selective perception
- C) the fundamental attribution error
- D) inconsistency
- E) stereotyping

Answer: <https://biology-forums.com/index.php?topic=649865>

Question 4

Which of the following is not a part of the nine basic physical abilities identified by research to be needed in the performance of physical tasks?

- A) dynamic strength
- B) stamina
- C) balance
- D) perceptual speed
- E) extent flexibility

Answer: <https://biology-forums.com/index.php?topic=649485>

Question 5

Both _____ and strong culture achieve the same end result of predictability, orderliness, and consistency.

- A) high formalization
- B) low departmentalization
- C) wide span of control
- D) low work specialization
- E) people orientation

Answer: <https://biology-forums.com/index.php?topic=650867>

Question 6

Whereas _____ focuses on differences among people from different countries, _____ addresses differences among people within given countries.

- A) workforce diversity; globalization
- B) globalization; workforce diversity
- C) culture; diversity
- D) culturalization; workforce diversity
- E) psychology; social psychology

Answer: <https://biology-forums.com/index.php?topic=649398>

Question 7

Which of the following terms best represents voluntary actions that violate significant organizational norms and, in doing so, threatens the well-being of the organization or its members?

- A) negativity offset
- B) deviant workplace behavior
- C) self-concordance
- D) emotional contagion
- E) positivity offset

Answer: <https://biology-forums.com/index.php?topic=650188>

Question 8

Compare the characteristics of extraverts with those of introverts.

Answer: <https://biology-forums.com/index.php?topic=649794>

Question 9

Leah has found some ethical problems with the healthcare policy of her organization. She knows she is right in considering this as a vital issue to her organization's welfare. She finds that others are taking advantage of her noncompetitive behavior. Which conflict-handling strategy should Leah select in this situation?

- A) competition
- B) collaboration
- C) avoidance
- D) accommodation
- E) compromise

Answer: <https://biology-forums.com/index.php?topic=650686>

Question 10

Which of the following is an example of a source of individual resistance?

- A) limited focus of change
- B) product orientation
- C) fear of the unknown
- D) structural inertia
- E) employee orientation

Answer: <https://biology-forums.com/index.php?topic=650962>

Question 11

According to the Myers-Briggs Type Indicator (MBTI) classification, people belonging to the _____ type are visionaries. They usually have original minds and great drive for their own ideas and purposes. They are skeptical, critical, independent, determined, and often stubborn.

- A) ESTJ
- B) INTJ
- C) ENTP
- D) ISTJ
- E) ESFP

Answer: <https://biology-forums.com/index.php?topic=649755>

Question 12

After establishing Team D in a wheel network structure, Harriet receives negative feedback from members of the team. Many team members express frustration about working in the group, and most dislike the interpersonal style of the team leader. Which of the following strategies would most likely help to improve the team members' morale?

- A) leaving the team as a wheel network and encouraging team members to share the leadership responsibility
- B) restructuring the group as a chain network and replacing the leader with another group member
- C) leaving the team leader in place and restructuring the group as a chain network
- D) transferring the team leader to another group and restructuring the group as an all-channel network
- E) leaving the team as a wheel network and replacing the team leader with another group member

Answer: <https://biology-forums.com/index.php?topic=650377>

Question 13

Which of the following is not an example of a performance norm?

- A) when an employee needs to look busy
- B) how hard an employee should work
- C) the appropriate levels of tardiness
- D) the acceptable level of output
- E) how to get the job done

Answer: <https://biology-forums.com/index.php?topic=650182>

Question 14

During the socialization process, to work out any problems discovered during the encounter stage, the new member changes or goes through the _____ stage.

- A) post-arrival
- B) metamorphosis
- C) post-encounter
- D) analysis
- E) evaluation

Answer: <https://biology-forums.com/index.php?topic=650907>

Question 15

During the forming stage of group development, close relationships develop and the group demonstrates cohesiveness. True or False?

Answer: <https://biology-forums.com/index.php?topic=650165>

Question 16

Mrs. Jonas believes strongly that it is important that worker's rights be respected, and that one of the more important ways of doing this is to ensure that all workers be properly documented. She is supervising a contracting company that is building a new warehouse for her company. While doing this she discovers that many of the workers employed by the contractor are undocumented aliens working for well below minimum wage. Mrs. Jonas can be expected to relieve the discomfort she is experiencing by doing the following except _____.

- A) deciding this issue is unimportant
- B) rationalizing that it is not her problem since she is not the contractor
- C) attempting to stop the contractor using undocumented workers
- D) coming to accept that using undocumented workers does not harm workers' rights
- E) terminating the contract as it is against her attitude

Answer: <https://biology-forums.com/index.php?topic=649554>

Question 17

During which phase of the negotiation process do the parties exchange their initial proposals or demands?

- A) opening and initiating
- B) definition of ground rules
- C) clarification and justification
- D) bargaining and problem-solving
- E) integration of preferences

Answer: <https://biology-forums.com/index.php?topic=650733>

Question 18

In a communication process, the _____ initiates a message by encoding a thought.

- A) receiver
- B) decoder
- C) channel
- D) sender
- E) signal

Answer: <https://biology-forums.com/index.php?topic=650348>

Question 19

Which of the following statements is true according to the two-factor theory?

- A) The hygiene factors tend to be intrinsic factors.
- B) Factors that lead to job satisfaction are extrinsic factors.
- C) Adequate hygiene factors ensure that people are not dissatisfied.
- D) Recognition is a hygiene factor.
- E) Hygiene factors lead to job satisfaction.

Answer: <https://biology-forums.com/index.php?topic=649957>

Question 20

OB researchers cannot offer reasonably accurate explanations of human behavior since people act very differently in similar situations. True or False?

Answer: <https://biology-forums.com/index.php?topic=649387>