

Question 1

Briefly describe the primacy effect, the contrast effect, and the halo effect.

Answer: <https://biology-forums.com/index.php?topic=1923397>

Question 2

What are the most powerful organization-level impediments to change?

Answer: <https://biology-forums.com/index.php?topic=1925232>

Question 3

Describe the five general personality traits of the "Big Five" model.

Answer: <https://biology-forums.com/index.php?topic=1923249>

Question 4

What are the two basic attributes that define a group?

Answer: <https://biology-forums.com/index.php?topic=1924236>

Question 5

Define the term "deviance" as it pertains to groups and discuss how groups can deal effectively with deviant behavior.

Answer: <https://biology-forums.com/index.php?topic=1924246>

Question 6

What is the role of mentoring in diversity training?

Answer: <https://biology-forums.com/index.php?topic=1923406>

Question 7

What are some of the reasons behind the inadequate response of U.S. government agencies to the devastation caused by Hurricane Katrina?

Answer: <https://biology-forums.com/index.php?topic=1924846>

Question 8

Briefly define the similar-to-me effect. What is the impact on diversity?

Answer: <https://biology-forums.com/index.php?topic=1923398>

Question 9

What are the five major sources of stress?

Answer: <https://biology-forums.com/index.php?topic=1924085>

Question 10

List the six potential communication barriers in organizations.

Answer: <https://biology-forums.com/index.php?topic=1924841>

Question 11

What is a psychological contract? What are the determinants of a psychological contract?

Answer: <https://biology-forums.com/index.php?topic=1923965>

Question 12

Briefly define job simplification and job specialization.

Answer: <https://biology-forums.com/index.php?topic=1923810>

Question 13

What are counterproductive work behaviors?

Answer: <https://biology-forums.com/index.php?topic=1923677>

Question 14

What are performance programs? How do they change decisions?

Answer: <https://biology-forums.com/index.php?topic=1924974>

Question 15

What are some of the global challenges organizations face?

Answer: <https://biology-forums.com/index.php?topic=1925231>

Question 16

Discuss the ways in which equity can be restored.

Answer: <https://biology-forums.com/index.php?topic=1923675>

Question 17

Identify and discuss the four situational characteristics that are likely to affect creativity.

Answer: <https://biology-forums.com/index.php?topic=1923548>

Question 18

What is organization development (OD)? What is the goal of OD?

Answer: <https://biology-forums.com/index.php?topic=1925239>

Question 19

Define group efficacy and discuss how it is formed.

Answer: <https://biology-forums.com/index.php?topic=1924243>

Question 20

Describe the five steps in action research, explaining what each step requires.

Answer: <https://biology-forums.com/index.php?topic=1925237>

Question 21

Explain the distinction between motivation and performance.

Answer: <https://biology-forums.com/index.php?topic=1923668>

Question 22

How do the perceiver's motivational state and mood impact perception?

Answer: <https://biology-forums.com/index.php?topic=1923394>

Question 23

What is an organizational confrontation meeting?

Answer: <https://biology-forums.com/index.php?topic=1925240>

Question 24

Explain the difference between profit sharing and gain sharing.

Answer: <https://biology-forums.com/index.php?topic=1923973>

Question 25

Discuss the leader trait approach. List the traits shown to have the strongest relationship to effective leadership.

Answer: <https://biology-forums.com/index.php?topic=1924550>

Question 26

Explain the difference between evolutionary change and revolutionary change.

Answer: <https://biology-forums.com/index.php?topic=1925235>

Question 27

Discuss the two types of psychological contracts. Provide an example of each.

Answer: <https://biology-forums.com/index.php?topic=1923966>

Question 28

What are the four general categories of careers?

Answer: <https://biology-forums.com/index.php?topic=1923976>

Question 29

Discuss the leader-member exchange theory. In your discussion, be sure to include the leader-follower dyad, and how the leader and in-group followers and out-group followers relate to one another.

Answer: <https://biology-forums.com/index.php?topic=1924558>

Question 30

What is task interdependence? Describe the three types.

Answer: <https://biology-forums.com/index.php?topic=1924388>

Question 31

Identify and review three major sources of interpersonal and intergroup conflict.

Answer: <https://biology-forums.com/index.php?topic=1924699>

Question 32

What is scientific management? What principles were stressed by Taylor?

Answer: <https://biology-forums.com/index.php?topic=1923809>

Question 33

According to the Vroom and Yetton model, what are the four different decision-making styles from which leaders can choose?

Answer: <https://biology-forums.com/index.php?topic=1924557>

Question 34

You are a new manager at Acme, Inc. You are quietly taking a break one day when two of your fellow managers ask you about a recent magazine article they had read. The article mentions work attitudes, job satisfaction, and organizational commitment. Your two colleagues are not familiar with these terms and have asked you, as a recent college graduate, to explain those terms to them. They are also curious about what components compose work attitudes and how those components are related to each other. How would you briefly explain these issues to them?

Answer: <https://biology-forums.com/index.php?topic=1923252>

Question 35

Explain the harshness, leniency, and average tendencies.

Answer: <https://biology-forums.com/index.php?topic=1923399>

Question 36

What is the relationship between effective work groups and organizational goals?

Answer: <https://biology-forums.com/index.php?topic=1924385>

Question 37

Discuss the characteristics of the target that impact perception.

Answer: <https://biology-forums.com/index.php?topic=1923395>

Question 38

What can be done to minimize motivation problems in pooled, sequential, and reciprocal task interdependence?

Answer: <https://biology-forums.com/index.php?topic=1924389>

Question 39

According to theories of operant conditioning and motivation, what is the optimal relationship between pay and performance?

Answer: <https://biology-forums.com/index.php?topic=1923971>

Question 40

Discuss two types of informal work groups.

Answer: <https://biology-forums.com/index.php?topic=1924239>

Question 41

Explain the knowledge of predictor and the self-fulfilling prophecy.

Answer: <https://biology-forums.com/index.php?topic=1923400>

Question 42

Describe the advantages and disadvantages of homogeneous and heterogeneous groups.

Answer: <https://biology-forums.com/index.php?topic=1924242>

Question 43

Identify and describe the five dimensions of culture that according to Geert Hofstede explains the differences in values and norms of different countries.

Answer: <https://biology-forums.com/index.php?topic=1925102>

Question 44

Discuss the role of situational factors in the trait and behavior approaches to leadership.

Answer: <https://biology-forums.com/index.php?topic=1924553>

Question 45

Discuss the dysfunctional effects of inequity for organizations, managers, and employees.

Answer: <https://biology-forums.com/index.php?topic=1923674>

Question 46

Explain the three key elements of work motivation.

Answer: <https://biology-forums.com/index.php?topic=1923667>

Question 47

Discuss the three sources of organizational ethics.

Answer: <https://biology-forums.com/index.php?topic=1925098>

Question 48

Discuss Maslow's hierarchy of needs theory and briefly explain each level.

Answer: <https://biology-forums.com/index.php?topic=1923670>

Question 49

Identify the two basic ways individuals cope with stress. Define each and review the potential strategies for coping with the stress.

Answer: <https://biology-forums.com/index.php?topic=1924090>

Question 50

What are some of the steps managers can take to make sure that job-related stressors do not cause employees to experience stress levels so high their well-being and performance are impaired?

Answer: <https://biology-forums.com/index.php?topic=1924088>

Question 51

Briefly define operant conditioning and social learning theory and explain how they differ from each other.

Answer: <https://biology-forums.com/index.php?topic=1923539>

Question 52

Discuss the individual differences of employees that contribute to creativity.

Answer: <https://biology-forums.com/index.php?topic=1923547>

Question 53

Explain the difference between formal and informal work groups.

Answer: <https://biology-forums.com/index.php?topic=1924237>

Question 54

As a management trainee, you have had a chance to observe many supervisors. One of them, Bob Smith, is particularly fascinating to you. Bob is a retired U.S. Army tank commander. He tends to see every challenge to his authority as an enemy attack and every task as a military campaign. Bob also tends to let whomever he likes personally heavily influence who gets promotions and bonuses in his area, although he sees this as rewarding the worker's exceptional performance. Bob also believes his workers are all saints when he is in a good frame of mind and all bums when he is not. Use what you have learned about perceivers and perception to explain Bob's actions and tendencies.

Answer: <https://biology-forums.com/index.php?topic=1923392>

Question 55

What are organizational values? Describe the two kinds of values and provide an example of each.

Answer: <https://biology-forums.com/index.php?topic=1925094>

Question 56

Define burnout and discuss the three key signs of burnout.

Answer: <https://biology-forums.com/index.php?topic=1924083>

Question 57

Discuss the four schedules of partial reinforcement.

Answer: <https://biology-forums.com/index.php?topic=1923541>

Question 58

List the four major functions of communication and explain why each is important in an organization.

Answer: <https://biology-forums.com/index.php?topic=1924836>

Question 59

List and briefly define six job-related stressors.

Answer: <https://biology-forums.com/index.php?topic=1924087>

Question 60

Discuss leader reward and leader punishing behavior.

Answer: <https://biology-forums.com/index.php?topic=1924552>

Question 61

What is organizational learning? According to Senge, what are the five key activities central to a learning organization?

Answer: <https://biology-forums.com/index.php?topic=1923549>

Question 62

Identify the three path-goal theory guidelines that effective leaders can use to motivate their followers.

Answer: <https://biology-forums.com/index.php?topic=1924555>

Question 63

Discuss some guidelines to ensure that punishment has its intended effect.

Answer: <https://biology-forums.com/index.php?topic=1923543>

Question 64

Explain the principle of comparable worth, and discuss why it is hard to put this principle into practice.

Answer: <https://biology-forums.com/index.php?topic=1923974>

Question 65

Define and discuss the concept of the fundamental attribution error.

Answer: <https://biology-forums.com/index.php?topic=1923404>

Question 66

Why may individuals be inclined to resist change?

Answer: <https://biology-forums.com/index.php?topic=1925234>

Question 67

Research has shown stress to have significant behavioral consequences. Note what some of these consequences are and summarize the research in this area.

Answer: <https://biology-forums.com/index.php?topic=1924084>

Question 68

Define organizational commitment and identify the two distinct types of organizational commitment.

Answer: <https://biology-forums.com/index.php?topic=1923255>

Question 69

Ken Rogers and Chuck Rich, two supervisors in a steel mill, are discussing an employee both have supervised. Ken believes the worker is a superior performer because of superior intelligence. Chuck believes the worker has just been in the right place at the right time. In organizational behavior terms, what issue are the two men discussing and why is it important?

Answer: <https://biology-forums.com/index.php?topic=1923403>

Question 70

Define leadership substitutes and leadership neutralizers. What are the primary sources of substitutes and neutralizers? Are they good for the organization?

Answer: <https://biology-forums.com/index.php?topic=1924559>

Question 71

What two characteristics best describe leadership?

Answer: <https://biology-forums.com/index.php?topic=1924549>

Question 72

Discuss how individual personality differences affect the ways in which members of an organization perceive, manage, and experience stress.

Answer: <https://biology-forums.com/index.php?topic=1924080>

Question 73

Discuss the three main reasons individuals conform to group norms.

Answer: <https://biology-forums.com/index.php?topic=1924245>

Question 74

What is power? What are politics? Are power and politics always bad for the organization? Why or why not?

Answer: <https://biology-forums.com/index.php?topic=1924693>

Question 75

Identify and define the four forms of organizational justice.

Answer: <https://biology-forums.com/index.php?topic=1923676>

Question 76

What gender differences emerged in the leadership research?

Answer: <https://biology-forums.com/index.php?topic=1924561>

Question 77

Does job satisfaction affect job performance? Explain!

Answer: <https://biology-forums.com/index.php?topic=1923254>

Question 78

Discuss the concept of "leader style" in Fiedler's contingency theory of leadership.

Answer: <https://biology-forums.com/index.php?topic=1924554>

Question 79

Explain the difference between adaptive and inert cultures.

Answer: <https://biology-forums.com/index.php?topic=1925100>

Question 80

Define the term "jargon" and discuss its role in workplace communication.

Answer: <https://biology-forums.com/index.php?topic=1924839>

Question 81

What is organization change and what are the forces for change?

Answer: <https://biology-forums.com/index.php?topic=1925230>

Question 82

Define the term heuristic and describe three types of heuristics.

Answer: <https://biology-forums.com/index.php?topic=1924976>

Question 83

Discuss how organizational structure can impact the culture of organizations.

Answer: <https://biology-forums.com/index.php?topic=1925099>

Question 84

What is reinforcement and what is its significance for managers?

Answer: <https://biology-forums.com/index.php?topic=1923540>

Question 85

At a social gathering, your new boss has just stated that the motivation provided by a job may vary across workers due to individual differences. When pressed to explain, your boss suggests that you could probably answer the question better, as you are a recent college graduate. Please answer the question, using the job characteristics model.

Answer: <https://biology-forums.com/index.php?topic=1923814>

Question 86

List and define the sources of formal individual power.

Answer: <https://biology-forums.com/index.php?topic=1924695>

Question 87

Compare and contrast top-down and bottom-up change.

Answer: <https://biology-forums.com/index.php?topic=1925238>

Question 88

How does punishment differ from negative reinforcement?

Answer: <https://biology-forums.com/index.php?topic=1923542>

Question 89

List the steps in the classical decision-making model and the two assumptions of the model. Are these assumptions realistic in an organizational context?

Answer: <https://biology-forums.com/index.php?topic=1924975>

Question 90

How does Alderfer's ERG theory compare with Maslow's hierarchy of needs theory?

Answer: <https://biology-forums.com/index.php?topic=1923671>

Question 91

You are part of the top-management team at Ambrosia Greeting Cards, Inc. In a strategic planning meeting, you realize that the discussion is focused on issues pertinent to the leadership style being used in the organization. You also realize that your colleagues are hoping to inspire the employees to reach new levels of performance and to sacrifice for the benefit of the organization, but they are discussing primarily transactional methods of leadership. You are asked your opinion of the discussion. Briefly explain what other option is available that contrasts with transactional leadership and how these two types of leadership relate to different outcomes and practices.

Answer: <https://biology-forums.com/index.php?topic=1924560>

Question 92

What is the difference between formal and informal individual power?

Answer: <https://biology-forums.com/index.php?topic=1924694>

Question 93

Contrast quid pro quo and hostile environment sexual harassment. Provide an example of each.

Answer: <https://biology-forums.com/index.php?topic=1923407>

Question 94

Briefly discuss the importance of credibility as a characteristic of the sender in the model of persuasive communication.

Answer: <https://biology-forums.com/index.php?topic=1924845>

Question 95

Describe the Ohio State University leadership study, of the leader-behavior approach.

Answer: <https://biology-forums.com/index.php?topic=1924551>

Question 96

Define the principle of "information richness" and list and explain the four categories of information richness discussed. What factors must be balanced in selecting which category to use?

Answer: <https://biology-forums.com/index.php?topic=1924842>

Question 97

What is creativity? List the steps in the creative process.

Answer: <https://biology-forums.com/index.php?topic=1923546>

Question 98

Define the four communication networks and explain how information flows within each network.

Answer: <https://biology-forums.com/index.php?topic=1924837>

Question 99

How can managers enrich jobs?

Answer: <https://biology-forums.com/index.php?topic=1923811>

Question 100

According to Hackman and Oldham, what three critical psychological states determine how employees react to the design of their jobs?

Answer: <https://biology-forums.com/index.php?topic=1923813>

Question 101

Define vicarious learning and list the conditions necessary for vicarious learning to take place.

Answer: <https://biology-forums.com/index.php?topic=1923544>

Question 102

Define the two basic types of organizational decisions.

Answer: <https://biology-forums.com/index.php?topic=1924973>

Question 103

Employees differ in their abilities. Discuss how the ability levels of employees can affect their stress levels.

Answer: <https://biology-forums.com/index.php?topic=1924081>

Question 104

What are the five factors that determine how persuasive a message will be?

Answer: <https://biology-forums.com/index.php?topic=1924844>

Question 105

Define and discuss the term "workplace incivility."

Answer: <https://biology-forums.com/index.php?topic=1923253>

Question 106

Discuss the role of the social environment and past behavior on workers.

Answer: <https://biology-forums.com/index.php?topic=1923815>

Question 107

What are the sources of functional and divisional power?

Answer: <https://biology-forums.com/index.php?topic=1924697>

Question 108

The information generated by a performance appraisal system can be used for two purposes. List and define these two purposes.

Answer: <https://biology-forums.com/index.php?topic=1923968>

Question 109

Define social loafing. Why does it occur? How can it be reduced?

Answer: <https://biology-forums.com/index.php?topic=1924387>

Question 110

What group characteristics can produce resistance to change?

Answer: <https://biology-forums.com/index.php?topic=1925233>

Question 111

Discuss some group- and organizational-related stressors.

Answer: <https://biology-forums.com/index.php?topic=1924089>

Question 112

Define and discuss the following concepts as they pertain to effective work groups: potential performance, process losses, and process gains.

Answer: <https://biology-forums.com/index.php?topic=1924386>

Question 113

Name and define the three central components of expectancy theory.

Answer: <https://biology-forums.com/index.php?topic=1923672>

Question 114

Briefly describe the four types of behaviors leaders can engage in to motivate subordinates according to the path-goal theory.

Answer: <https://biology-forums.com/index.php?topic=1924556>

Question 115

What is the definition of a career? Why are individuals concerned about their careers? Why are organizations concerned with the careers of their members?

Answer: <https://biology-forums.com/index.php?topic=1923975>

Question 116

Discuss how various levels of cohesiveness (low, medium, and high) affect group performance and effectiveness when group goals are aligned with organizational goals.

Answer: <https://biology-forums.com/index.php?topic=1924390>

Question 117

Discuss the forms of evolutionary organizational change and the forms of revolutionary organizational change.

Answer: <https://biology-forums.com/index.php?topic=1925236>

Question 118

Define the term role orientation. Compare and contrast an institutionalized role orientation with an individualized role orientation.

Answer: <https://biology-forums.com/index.php?topic=1924247>

Question 119

How does the founder of an organization influence the organization's initial culture?

Answer: <https://biology-forums.com/index.php?topic=1925097>

Question 120

Discuss intrinsically and extrinsically motivated work behavior. Provide examples of each.

Answer: <https://biology-forums.com/index.php?topic=1923669>

Question 121

Define the three mechanisms groups use to control their members' behaviors.

Answer: <https://biology-forums.com/index.php?topic=1924244>

Question 122

List the four decisions to make in designing a performance appraisal system and briefly explain the choices in each decision.

Answer: <https://biology-forums.com/index.php?topic=1923969>

Question 123

Define attribution theory and discuss its importance in organizations.

Answer: <https://biology-forums.com/index.php?topic=1923401>

Question 124

List some of the problem-focused coping strategies for organizations.

Answer: <https://biology-forums.com/index.php?topic=1924091>

Question 125

Discuss the five basic forms that negotiation may take in group-level conflict management.

Answer: <https://biology-forums.com/index.php?topic=1924700>

Question 126

Describe the ways in which an organization's culture is transmitted to its members.

Answer: <https://biology-forums.com/index.php?topic=1925095>

Question 127

What are the major characteristics of goals that lead to higher levels of motivation and performance?

Answer: <https://biology-forums.com/index.php?topic=1923816>

Question 128

What steps can a CEO take to reduce process losses associated with reciprocal task interdependence of the top management team?

Answer: <https://biology-forums.com/index.php?topic=1924391>

Question 129

List and explain the guidelines offered in the textbook for determining whether an organization should base pay on individual, group, or organizational levels of performance.

Answer: <https://biology-forums.com/index.php?topic=1923972>

Question 130

List some of the emotion-focused coping strategies for organizations.

Answer: <https://biology-forums.com/index.php?topic=1924092>

Question 131

Identify at least four of the five main factors that shape organizational culture?

Answer: <https://biology-forums.com/index.php?topic=1925096>

Question 132

List and define the sources of informal individual power.

Answer: <https://biology-forums.com/index.php?topic=1924696>

Question 133

What are the advantages and disadvantages of large groups and small groups?

Answer: <https://biology-forums.com/index.php?topic=1924241>

Question 134

Discuss the opportunities offered and challenges presented by virtual teams.

Answer: <https://biology-forums.com/index.php?topic=1924394>

Question 135

Once managers have accurately assessed the power structure of an organization and have acquired some individual power, they can use several other tactics to enhance their power. List and discuss those tactics.

Answer: <https://biology-forums.com/index.php?topic=1924698>

Question 136

What conditions must be present for self-managed work teams to be effective?

Answer: <https://biology-forums.com/index.php?topic=1924392>

Question 137

A number of recent developments have caused fundamental changes to the psychological contracts between workers and employers. What are those developments? What can happen when psychological contracts are broken?

Answer: <https://biology-forums.com/index.php?topic=1923967>

Question 138

Discuss the informal communication networks suggested by David Krackhardt and Jeffrey Hanson.

Answer: <https://biology-forums.com/index.php?topic=1924838>

Question 139

Discuss the three main consequences of stress.

Answer: <https://biology-forums.com/index.php?topic=1924082>

Question 140

How can employees guard against thinking stereotypically?

Answer: <https://biology-forums.com/index.php?topic=1923393>

Question 141

What are some of the approaches to diversity training?

Answer: <https://biology-forums.com/index.php?topic=1923405>

Question 142

What steps can organizations take to combat the sexual harassment problem?

Answer: <https://biology-forums.com/index.php?topic=1923408>

Question 143

Identify the three main reasons why unethical behavior exists in businesses.

Answer: <https://biology-forums.com/index.php?topic=1925103>

Question 144

Some research and development teams have been called "skunk works." What is a skunk works team and how does it enhance organizational effectiveness?

Answer: <https://biology-forums.com/index.php?topic=1924393>

Question 145

Discuss the combined effects of valence, instrumentality, and expectancy on the motivation of employees.

Answer: <https://biology-forums.com/index.php?topic=1923673>

Question 146

What is persuasive communication and how is it used?

Answer: <https://biology-forums.com/index.php?topic=1924843>

Question 147

List four kinds of formal work groups and briefly explain each.

Answer: <https://biology-forums.com/index.php?topic=1924238>

Question 148

What are the advantages and disadvantages of job enrichment? What are the research findings for job enrichment?

Answer: <https://biology-forums.com/index.php?topic=1923812>

Question 149

Define stress and briefly explain the different aspects of stress highlighted in the definition.

Answer: <https://biology-forums.com/index.php?topic=1924079>

Question 150

Discuss the four sources of self-efficacy identified by Albert Bandura.

Answer: <https://biology-forums.com/index.php?topic=1923545>

Question 151

What are the two guidelines for selecting a medium of communication?

Answer: <https://biology-forums.com/index.php?topic=1924840>

Question 152

Discuss major life events and minor life events as sources of personal stress.

Answer: <https://biology-forums.com/index.php?topic=1924086>

Question 153

Describe each of the following rating methods and review the advantages and disadvantages of each one: the graphic rating scale, behaviorally anchored rating scale (BARS), and the behavioral observation scale (BOS).

Answer: <https://biology-forums.com/index.php?topic=1923970>

Question 154

Compare and contrast internal attributions with external attributions. Explain how these two types of attribution influence the behavior of individuals.

Answer: <https://biology-forums.com/index.php?topic=1923402>

Question 155

What are the five stages of Tuckman's model of group development? Define each stage.

Answer: <https://biology-forums.com/index.php?topic=1924240>

Question 156

How can managers create an ethical culture?

Answer: <https://biology-forums.com/index.php?topic=1925101>

Question 157

What are the five common impression management tactics? Provide an example of each.

Answer: <https://biology-forums.com/index.php?topic=1923396>

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