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NEW QUESTION: 1

Which theory of motivation focuses on 5 levels of needs, and further separates those needs by lower-order needs and higher-order needs?

Choose 1 answer

- A. McClelland's Theory of Needs
- B. Maslow's Hierarchy of Needs Theory
- C. Two-Factor Theory
- D. McGregor's Theory X and Theory Y

Answer: B (LEAVE A REPLY)

NEW QUESTION: 2

Which contingency theory of leadership proposes that early in the interaction between a leader and a given follower the leader implicitly categorizes the follower as an "in" or an "out"?

Choose 1 answer

- A. Leader-member exchange theory
- B. Leader-participation model
- C. Path-goal theory
- D. Situational leadership theory

Answer: (SHOW ANSWER)

NEW QUESTION: 3

A manager challenged an employee to produce an average of 24 assemblies each day for a week. This production goal was higher than the employee had ever achieved during any

week. The manager gave the employee a tally sheet to mark after each assembly was completed.

Considering the goal-setting theory of motivation, the manager was counting on which factors to influence the employee to achieve the production goal?

Choose 1 answer

- A. Challenge and power
- B. Challenge and direction
- C. Feedback and reflection
- D. Specificity and feedback

Answer: D (LEAVE A REPLY)

NEW QUESTION: 4

Employees A and B work together on the same project team. When the team faces a complex problem, the team leader usually asks B to generate alternative solutions for the team to consider.

Experience has shown that B is more likely to take initiative, to set ambitious goals, and to feel that the team can effectively influence its environment. Employee A tends to do well on jobs that are routine, is plagued with self doubt, and feels that the team is largely powerless over its environment.

Which statement is correct?

- A. Employee A exhibits positive core self evaluation, and employee B exhibits negative core self evaluation.
- B. Employee A exhibits negative core self evaluation, and employee B exhibits positive core self evaluation.
- C. Employee A exhibits negative core self evaluation, and employee B exhibits negative core self evaluation.
- D. Employee A exhibits positive core self evaluation and employee B exhibits positive core self evaluation.

Answer: B (LEAVE A REPLY)

Core self-evaluation (CSE) is a concept that encompasses an individual's subconscious, fundamental evaluations about themselves, their own abilities, and their control over their environment. Employee A exhibits traits such as self-doubt, reliance on routine tasks, and a feeling of powerlessness, which are indicative of a negative core self-evaluation.

Conversely, Employee B displays initiative, sets ambitious goals, and believes in the team's ability to influence the environment, which are characteristics of a positive core self-evaluation.

References:

* Judge, T. A., & Bono, J. E. (2001). Relationship of Core Self-Evaluations Traits-Self-Esteem, Generalized Self-Efficacy, Locus of Control, and Emotional Stability-with Job Satisfaction and Job Performance: A Meta-Analysis. *Journal of Applied Psychology*, 86(1), 80-92.

* Robbins, S. P., & Judge, T. A. (2017). Organizational Behavior (17th ed.). Pearson.

NEW QUESTION: 5

To promote self-managed work teams, an organization devised an "initiative-taking training program" for its employees.

Which part of a self-managed team is being promoted in the given scenario?

- A. Self-awareness
- B. Employee-driven decision making
- C. Risk-taking
- D. Competitive work environments

Answer: B (LEAVE A REPLY)

Self-managed teams rely on employees to make decisions collectively and autonomously. An "initiative-taking training program" equips employees with the skills and confidence to make decisions and take initiative without constant supervision, which is a key aspect of employee-driven decision making in self-managed teams.

NEW QUESTION: 6

What is one of the forces that plays a particularly important role in sustaining an organization's culture?

Choose 1 answer

- A. Socialization process
- B. Individualized interaction
- C. Educational level achieved by key employees

Answer: (SHOW ANSWER)

The socialization process plays a particularly important role in sustaining an organization's culture. This process involves the methods by which new employees learn the values, expected behaviors, and social knowledge necessary to assume their roles within the organization. Through orientation programs, mentorship, and continuous reinforcement, the socialization process helps embed the cultural norms and values into new employees, ensuring the culture is maintained over time. This is supported by literature in organizational behavior, which emphasizes the critical role of socialization in cultural perpetuation (Robbins & Judge, 2019).

NEW QUESTION: 7

Manager A supervises 10 district units with 100 employees and receives \$100,000 in compensation.

Manager B supervises 5 district units with 50 employees and also receives \$100,000 in compensation. Manager A is upset by this relationship and is looking for a new job.

Which theory explains A's motivation to look for a new job?

Choose 1 answer

- A. Perception theory

- B. Equity theory
- C. Perceptual fairness theory
- D. Inequity theory

Answer: B (LEAVE A REPLY)

NEW QUESTION: 8

What is an advantage of a cohesive group?

Select one.

- A. When organized by department, task subgroups compete within the group.
- B. When performance-related goals are low, a cohesive group is more productive.
- C. When performance-related goals are high, a cohesive group is more productive.
- D. When organized by department, task subgroups do not form and command groups emerge.

Answer: C (LEAVE A REPLY)

Cohesive groups, where members share strong bonds and work together effectively, tend to be more productive when they have high performance-related goals. The group's unity helps members stay motivated and work collaboratively towards achieving the set objectives.

References:

- * Robbins, S. P., & Judge, T. A. (2018). Organizational Behavior. Pearson.
- * Forsyth, D. R. (2018). Group Dynamics. Cengage Learning.

NEW QUESTION: 9

What is an advantage of a strong organizational culture?

Choose 1 answer

- A. Employee behavior is rarely affected.
- B. There is a lack of behavioral consistency
- C. The company has low employee turnover.
- D. Organizational purpose results in limited cohesiveness.

Answer: C (LEAVE A REPLY)

An advantage of a strong organizational culture is that the company has low employee turnover. Strong cultures create a sense of belonging and commitment among employees, which increases their loyalty and reduces the likelihood of them leaving the organization. This cohesiveness leads to higher employee satisfaction, better job performance, and reduced turnover rates. Research indicates that companies with strong cultures often enjoy these benefits due to the alignment of values and consistent behavioral norms (Kotter & Heskett, 1992).

NEW QUESTION: 10

What is an advantage of a strong organizational culture?

Select one.

- A. Employee commitments are weak.
- B. Core values are weakly held and shared by few employees.
- C. The culture fosters ambiguity.
- D. The internal climate exhibits high behavioral control.

Answer: (SHOW ANSWER)

NEW QUESTION: 11

A person wants a comfortable life, a sense of accomplishment, and happiness.

Which type of values are these?

Select one.

- A. Terminal values
- B. Intermediate values
- C. Determinate values
- D. Instrumental values

Answer: A (LEAVE A REPLY)

Terminal values are the end goals that people strive to achieve in their lives. These include a comfortable life, a sense of accomplishment, and happiness. Terminal values represent the desired states or life goals that individuals aim to fulfill.

In contrast, instrumental values are the means or behaviors used to achieve these end goals, such as honesty, hard work, and responsibility.

NEW QUESTION: 12

An employee enjoys having a large span of responsibility and is motivated to do well because of personal feelings.

Which kind of reward is this?

Choose 1 answer

- A. Extrinsic reward
- B. Intrinsic reward
- C. Compensatory reward
- D. Affiliation reward

Answer: (SHOW ANSWER)

NEW QUESTION: 13

How might a charismatic leader work to increase performance in an organization?

Choose 1 answer

- A. Articulate an appealing vision.
- B. Demonstrate Type A behavior.
- C. Avoid unconventional behavior.
- D. Issue a memo calling for increased effort.

Answer: A (LEAVE A REPLY)

A charismatic leader can increase performance in an organization by articulating an appealing vision.

Charismatic leaders inspire and motivate their followers by presenting a compelling future state that aligns with their values and aspirations. This vision provides a sense of purpose and direction, encouraging employees to put in extra effort and align their behaviors with organizational goals. The transformational leadership literature extensively supports this approach, highlighting the role of vision articulation in enhancing organizational performance (Bass & Riggio, 2006).

NEW QUESTION: 14

Which team consists of employees from about the same hierarchical level but from different work areas who come together to accomplish a common task?

Select one.

- A. Self-managed work team
- B. Cross-functional team
- C. Semi-virtual team
- D. Problem-solving team

Answer: B (LEAVE A REPLY)

A cross-functional team is composed of employees from different work areas or functions within the organization who are at roughly the same hierarchical level. These teams are formed to accomplish specific tasks that require diverse expertise and collaborative effort.

Reference: Robbins, S.P. & Judge, T.A. (2019).

Organizational Behavior, 18th Edition. Pearson.

NEW QUESTION: 15

An employee is motivated by prosperity, economic success, well-being, world peace, and autonomy and self-reliance in the workplace.

Which of the employee's motives is an instrumental value?

- A. Prosperity
- B. Economic success
- C. Autonomy and self-reliance
- D. World peace

Answer: (SHOW ANSWER)

Instrumental values are the preferred modes of behavior or means of achieving the terminal values (the end goals). Autonomy and self-reliance are modes of behavior that individuals value to achieve their desired end goals, such as prosperity, economic success, well-being, and world peace. These behaviors guide how individuals conduct themselves to attain their objectives. In contrast, prosperity, economic success, well-being, and world peace are terminal values, representing the end states or goals individuals strive to achieve.

Reference: Robbins, S.P. & Judge, T.A. (2019). Organizational Behavior, 18th Edition. Pearson.

NEW QUESTION: 16

Which method should be used to maximize team member participation in global meetings?
Select one.

- A. Change of global meeting membership frequently to maintain interest in meetings
- B. A Delphi-like sequence of notes via carrier mail to share ideas and encourage dialog between members
- C. Electronic technology to tie team members together during meetings
- D. Parallel voice messaging contacts to tie members together

Answer: C (LEAVE A REPLY)

Using electronic technology, such as video conferencing, collaborative software, and other digital communication tools, can maximize team member participation in global meetings. These technologies enable real-time interaction, sharing of information, and collaboration among team members regardless of geographical locations, thus enhancing participation and engagement.

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NEW QUESTION: 17

Which option defines organizational culture?

Choose 1 answer

- A. An organizational segmentation according to cultural background
- B. A shared system of meanings that is unique to the organization
- C. A human resources department program for recognizing diversity
- D. A diverse cultural subset working together to strengthen impact

Answer: (SHOW ANSWER)

NEW QUESTION: 18

What is a characteristic employed by transformational leaders?

Select one.

- A. Intervenes only if performance standards do not meet expectations
- B. Promotes intelligence, rationality, and careful problem solving
- C. Watches for deviations from rules
- D. Contracts exchange of rewards for effort

Answer: B (LEAVE A REPLY)

NEW QUESTION: 19

Which type of group is defined by the organization's structure?

Choose 1 answer

- A. Unified group
- B. Formal group
- C. Informal group
- D. Designated group

Answer: B (LEAVE A REPLY)

A formal group is defined by the organization's structure, with designated work assignments establishing tasks.

This definition aligns with the roles and relationships explicitly outlined by the organization.

These groups are created to achieve specific organizational objectives and include departments, project teams, and committees.

References:

- * Robbins, S. P., & Judge, T. A. (2018). Organizational Behavior. Pearson.
- * Greenberg, J. (2011). Behavior in Organizations. Pearson.

NEW QUESTION: 20

A company is changing their work organization from employees working individually to the use of teams.

Which reward system could be used to foster long-term team effectiveness?

Choose 1 answer

- A. Reward system that recognizes only group activity
- B. Reward system that rewards only individual performance
- C. Reward system that discourages collaboration by individuals

Answer: A (LEAVE A REPLY)

To foster long-term team effectiveness, a reward system that recognizes and incentivizes group activity is crucial. Such a system encourages collaboration, teamwork, and collective responsibility, which are essential for the success of team-based work environments.

References:

- * Robbins, S. P., & Judge, T. A. (2018). Organizational Behavior. Pearson.
- * Lawler, E. E. (2000). Rewarding Excellence: Pay Strategies for the New Economy. Jossey-Bass.

NEW QUESTION: 21

What is true about the relationship between performance evaluation and motivation?

Select one.

- A.** Employees must have confidence that the effort they exert will lead to a favorable performance evaluation.
- B.** Employees must have confidence that the performance evaluation will measure their emotional state.
- C.** There is no relationship if the performance evaluation is tied to the employee's superordinate goals.
- D.** Employees see a negative exponential relationship to the performance evaluation.

Answer: A (LEAVE A REPLY)

The relationship between performance evaluation and motivation is grounded in expectancy theory, which posits that employees are motivated to exert effort when they believe that their effort will lead to a favorable performance evaluation, which in turn will lead to desirable rewards. This belief in the link between effort, performance, and rewards is crucial for maintaining high levels of motivation. If employees do not have confidence in this relationship, their motivation to perform well will likely decrease. References: Vroom, V.H.

(1964). "Work and Motivation." John Wiley & Sons; Locke, E.A., & Latham, G.P. (2002). "Building a Practically Useful Theory of Goal Setting and Task Motivation." American Psychologist.

NEW QUESTION: 22

What type of team is formed when employees from about the same hierarchical level but from different work areas come together to accomplish a task?

Choose 1 answer

- A.** Diverse team
- B.** Virtual team
- C.** Divergent team
- D.** Cross-functional team

Answer: D (LEAVE A REPLY)

NEW QUESTION: 23

A company is changing their work organization from employees working individually to the use of teams.

What will likely help the company develop team effectiveness?

Select one.

- A.** Avoiding social loafing by making sure all accountability is joint accountability.
- B.** Ensuring there is zero conflict among team members
- C.** Utilizing both individual rewards and team rewards

D. Quickly developing team efficacy by assigning only complex and difficult tasks from the beginning

Answer: C (LEAVE A REPLY)

To develop team effectiveness, it is important to balance individual and team rewards. This approach ensures that individual contributions are recognized and rewarded, while also encouraging collaboration and collective effort towards team goals. This dual focus helps maintain motivation at both the individual and team levels, promoting overall team effectiveness.

NEW QUESTION: 24

To resolve a conflict between the department staff and the janitorial staff, the department head informs the department staff of a new policy prohibiting the eating of food at the desk. Which type of conflict resolution technique does this represent?

Choose 1 answer

- A. Problem solving
- B. Authoritative command
- C. Altering the human variable
- D. Altering the structural variables

Answer: B (LEAVE A REPLY)

Authoritative command involves the use of formal authority to resolve conflicts. In this case, the department head implements a new policy to eliminate the conflict by prohibiting eating at desks. This approach uses direct authority to change behavior and resolve the issue.

References:

* Robbins, S. P., & Judge, T. A. (2018). Organizational Behavior. Pearson.

* Thomas, K. W. (1992). Conflict and conflict management: Reflections and update. Journal of Organizational Behavior, 13(3), 265-274.

NEW QUESTION: 25

What defines acceptable standards of behavior that are shared by group members?

Select one.

- A. Group status
- B. Group norms
- C. Group conformity
- D. Group roles

Answer: B (LEAVE A REPLY)

Group norms define the acceptable standards of behavior shared by group members. These norms influence how group members interact, make decisions, and perform tasks, ensuring consistency and predictability within the group. Norms are established through group consensus and can significantly impact group dynamics and performance.

Reference: Robbins, S.P. & Judge, T.A. (2019). Organizational Behavior, 18th Edition.

Pearson.

NEW QUESTION: 26

What are primary factors that differentiate virtual teams from face-to-face teams?

Choose 1 answer

- A. Reduce telecommunications costs and increase paraverbal cues
- B. Improve employee satisfaction and create more frequent social context
- C. Overcome time and space constraints and create limited social context
- D. Reduce paraverbal cues and create more frequent social context

Answer: C (LEAVE A REPLY)

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