

MULTIPLE CHOICE (2 points each) Circle the letter of the choice that best answers each question.

1. What are the three primary determinants of behavior that organizational behavior focuses upon?
- a. profit structure, organizational complexity, job satisfaction
  - b. individuals, profit structure, and job satisfaction
  - c. individuals, groups, and job satisfaction
  - d. groups, structure, and profit structure
  - e. individuals, groups, and structure

In order to predict human behavior, it is best to supplement your intuitive opinions with information derived in what fashion?

- a. common sense
- b. direct observation
- c. systematic inquiry
- d. speculation
- e. organizational theory

Organizational behavior is constructed from all of the following disciplines except \_\_\_\_\_

- a. physics
- b. psychology
- c. anthropology
- d. sociology
- e. social psychology

You are the new human resources manager for a design and manufacturing firm. Overall, job performance is adequate, but the company has experienced high rates of turnover. A high percentage of employees have quit and taken other jobs. In the exit interviews, you find the most common complaint is that they are frustrated in their jobs. This scenario gives rise to the suspicion that there are problems in this firm with \_\_\_\_\_

- a. ability-job fit
- b. negative reinforcement
- c. adequate reinforcement
- d. disciplinary measures
- e. training

The \_\_\_\_\_ component of an attitude is the emotional or feeling component of that attitude.

- a. affective
- b. cognitive
- c. behavioral
- d. evaluative
- e. reffective

All of the following are true about learning except that it \_\_\_\_\_

- a. involves change
- b. can have a very short duration
- c. requires a change in behavior

# **Organizational Behavior Final Exam Questions And Answers**

**N Colangelo**



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