
Essentials of Organizational Behavior, 14e (Robbins/Judge)
Chapter 1 What Is Organizational Behavior?

1) What are the three primary determinants of behavior in organizations?

- A) profit structure, organizational complexity, and 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

Answer: E

Explanation: E) OB investigates the impact that individuals, groups, and structure have on behavior within organizations.

Diff: 2

AACSB: Analytical Thinking

Quest. Category: Concept

LO: 1.1 Define organizational behavior (OB).

2) Which of the following is not a core topic of organizational behavior?

- A) motivation
- B) attitude development
- C) conflict
- D) resource allocation
- E) work design

Answer: D

Explanation: D) OB includes the core topics of motivation, leader behavior and power, interpersonal communication, group structure and processes, personality, emotions, and values, attitude development and perception, change processes, conflict and negotiation, and work design. It does not include resource allocation.

Diff: 2

AACSB: Analytical Thinking

Quest. Category: Concept

LO: 1.1 Define organizational behavior (OB).

Organizational Behavior Exam Questions Robbins

Barry Staw



Organizational Behavior Exam Questions Robbins:

Organizational Behavior Stephen P. Robbins, Tim Judge, 2009 Robbins Judge provide the research you want in the language your students understand accompanied with the best selling self assessment software SAL Some topics include management functions the social sciences helping employees balance work and other responsibilities improving people skills improving customer service motivational concepts communication power and politics conflict and negotiation culture and stress management Globally accepted and written by one of the most foremost authors in the field this is a necessary read for all managers human resource workers and anyone needing to understand and improve their people skills

Organisational Behaviour Stephen P. Robbins, 2009 This book is the first Southern African edition of Stephen P Robbins s *Organizational Behaviour* the best selling organisational behaviour textbook worldwide **SPHR Exam Prep** Larry Phillips, 2007-07-16 SPHR Exam Prep Second Edition Senior Professional in Human Resources Dr Larry Phillips SPHR COMPREHENSIVE Succeed with comprehensive learning and practice tests Prepare with two comprehensive practice tests Analyze your test readiness and identify areas for further study with practice questions on each exam topic Learn important test taking strategies to maximize your score and diminish your anxiety Score Higher on the SPHR Exam We provide you with the proven study tools and expert insight that will help you score higher on your exam Focused exercises throughout the chapters reinforce your knowledge of test topics by allowing you to apply what you are learning Practice questions include detailed explanations of the answers so you can learn the material by understanding why an answer is correct Comprehensive discussion of all subject areas covered by the SPHR Strategic Management Workforce Planning and Employment Human Resource Development Total Rewards Employee and Labor Relations and Risk Management Two full length practice tests enable you to time yourself under exam circumstances so you know exactly what to expect on test day and can identify any areas in which you are struggling before you take the real exam Written by a Leading SPHR Expert Dr Larry Phillips SPHR has extensive experience as a Human Resource Management HR manager at both the tactical and strategic level He has taught numerous PHR SPHR certification classes under the auspices of the Society for Human Resource Management and is himself certified as a Senior Professional in Human Resource Management He has managed small HR operations as well as large HR organizations Dr Phillips is on the faculty of Indiana University South Bend where he teaches graduate and undergraduate human resource classes He has previously taught courses in training and development at the higher education level Dr Phillips publishes frequently in these areas For many people this book will remove the mystery that has surrounded this exam for years and also ease a great deal of their anxieties Haley C Recio Director of Human Resources and Administration Teknovus Inc **Research in Organizational Behavior** Barry Staw, 2001-11-08 This 23rd volume of *Research in Organizational Behavior* presents papers on a variety of topics in the field of organizational behaviour with the twin goals of consolidating prior research and breaking new theoretical ground **Organization**

Behaviour ,1995 *Life Beyond Downsizing* Janice M. Spangenburg,2007-01-23 Witnessing first hand how the federal government works from an active stint in the Navy and continuing it with federal service gave me the ability to see what was awry in each organization At the 12 year mark I saw so much that made me ponder what could be done differently in organizations When I was an intern and went through downsizing it gave me a deep appreciation for how the people were treated and how management was at the forefront of decision making and outcomes for the people That led me to one of the most important works of my life to look at downsizing and how it was handled in federal organizations When I started to research this organizational ailment I realized that even the Comptroller General David Walker felt that there was a human capital crisis in the government He said that it threatened national security Walker 2001 Voinovich 2001 Unfortunately the government and many other employers have all too often treated their employees as a cost to be cut rather than an asset to be valued Walker 2001 A U S General Accounting Office GAO 2000 study reported that many of the human capital problems that the Department of Defense DOD deals with today are the result of its approach to downsizing in the early 1990s GAO This outcome results in layoff survivors who possess an emotive outcome inherent with being a survivor incurring layoff survivor sickness and being among the organization s walking wounded As organizations change downsizing will continue and management and leadership will play a crucial role in the future of downsizing and its impact on the relationships and behaviors of employees leader and member O Neill Lenn 1995 The federalgovernment calls it a buzz word like transformation or rightsizing and management thinks that they have done something right I often wondered how these managers could cut the organization support ranks to the bone and have no regard for how the private sector dealt with the outcome of these decisions that were not always the best My passion for the way the government managed was sparked by a meeting and presentation by Dr Paul Light who informed me well about what the government was doing After that I was attending courses at the Defense Acquisition University at Ft Belvoir I spent many hours in the library and did some research on this subject One day I found an article that dealt with Leader Member Exchange LMX Organizational Citizenship Behavior OCB and Organizational Commitment OC written by an Air Force Major Yolanda Truckenbrodt This book extends the study by Dr Yolanda Truckenbrodt 2000 who provided an implication on her empirical examination of the quality of the relationship of the leader member exchange organizational citizenship behavior and organizational commitment constructs that a replication should be done on civilian federal workers The study that I did extends further to include the population of federal survivors in a downsized organization The ultimate goal was to examine the implications of downsizing by the federal government within a theoretical framework that focuses on civilians in the largest aspect of the federal workforce the DOD who represent resilience and continuity The Problem with Downsizing Allen Freeman Russell Reizenstein and Rentz 2001 studied 106 managers who experienced downsizing and provided data regardingorganizational commitment turnover intentions job involvement role clarity role overload satisfaction with top management and satisfaction with job security at

three different times Although the results generally indicated that downsizing had a significant impact on work attitudes that the impact varied over time and the initial impact was generally negative also indicated that changes related to satisfaction with top management and job security were significantly related to changes in organizational commitment In the federal government the managem Organizational Justice and Human Resource Management Robert G. Folger,Russell Cropanzano,1998-04-09 Why are some acts but not others perceived to be fair How do people who experience unfairness respond toward those held accountable for the unfairness Organizational Justice and Human Resource Management reviews the theoretical organizational justice literature and explores how the research on justice applies to various topics in organizational behavior including personnel selection systems performance appraisal and the role of fairness in resolving workplace conflict Authors Robert Folger and Russell Cropanzano introduce a framework of organizational justice Fairness Theory that integrates previous work in this area by focusing on accountability for events with negative impact on material or psychological well being The book concludes with a chapter highlighting those topics that represent promising future directions for research Researchers scholars and doctoral level students in human resources organizational behavior and ethics will find this a timely thought provoking resource **Technological Advancement in Developed and Developing Countries: Discoveries in Global Information Management** Hunter, M. Gordon,Tan, Felix B.,2009-12-31 This book uses a multi cultural approach to discuss many issues relating to information systems and takes many different perspectives on this intriguing topic Provided by publisher The Oxford Handbook of Justice in the Workplace Russell Cropanzano,Maureen L. Ambrose,2015-06-18 Justice is everyone s concern It plays a critical role in organizational success and promotes the quality of employees working lives For these reasons understanding the nature of justice has become a prominent goal among scholars of organizational behavior As research in organizational justice has proliferated a need has emerged for scholars to integrate literature across disciplines Offering the most thorough discussion of organizational justice currently available The Oxford Handbook of Justice in the Workplace provides a comprehensive review of empirical and conceptual research addressing this vital topic Reflecting this dynamic and expanding area of research chapters provide cutting edge reviews of selection performance management conflict resolution diversity management organizational climate and other topics integral for promoting organizational success Additionally the book explores major conceptual issues such as interpersonal interaction emotion the structure of justice the motivation for fairness and cross cultural considerations in fairness perceptions The reader will find thorough discussions of legal issues philosophical concerns and human decision making all of which make this the standard reference book for both established scholars and emerging researchers

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facts about accreditation with a current list of accrediting agencies **Management** Robbins, Stephen P., Stuart-Kotze, Robin, 1994 Occupational Health and Safety Sharon Clarke, 2016-05-23 Workplace accidents and errors cost organizations hundreds of billions of dollars each year and the injured workers and their families endure considerable financial and emotional suffering It s obvious that increasing employee health and safety pays The accumulating evidence shows that investing in occupational health and safety results in improved financial and social responsibility performance There are extensive country differences and wide occupational differences in the incidence of accidents and errors The International Labour Organization ILO estimates that every year there are 2 2 million fatal and 270 million non fatal accidents or occupational diseases worldwide Occupational Health and Safety looks at the research into what causes accidents and errors in the workplace In line with other titles in the series Occupational Health and Safety emphasizes the psychological and behavioral aspects of risk in organizations It highlights how organizations differ in their health and safety performance with case studies throughout and best practices Key elements focus on employee selection and training fostering employee understanding participation and engagement in health and safety matters developing a health and safety culture at organizational and group work unit levels communicating and reinforcing safe workplace practices and bench marking one s organization against the industry leaders The contributors to this volume come from various countries reflecting unique interest and knowledge in particular areas Managing Diversity in the Military James Stewart, 2017-09-05 Although diversity is a twentieth century term as the United States continues through the twenty first century the issue of diversity in society and in organizations is becoming more complex Managing Diversity in the Military addresses current equal opportunity and diversity issues and explores how the military is attempting to resolve them The research presented reflects interests of scholars from various backgrounds who use different models approaches and methodologies many of which are adapted from the study of civilian institutions The work is divided into five sections Contemporary Approaches to Managing Diversity Diversifying Leadership Equity in Evaluation and Promotion Gender Integration and Sexual Harassment Military Discipline and Race and Where Do We Go from Here which proposes future research directions for equal opportunity and diversity management in the armed forces All of the areas explored in this accessibly written volume have counterparts in the civilian sector The book offers insights practical methodologies and effective management guidelines for commanders civilian sector executives and human resource practitioners responsible for equal opportunity programs and outcomes This is now the standard social research tool in an area of profound practical concerns

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