

# Organizational-Behavior認証資格 & Organizational-Behavior無料ダウンロード

**What is Organizational Behavior**

**The People**

- ✓ Individuals
- ✓ Groups
- ✓ Structure within a Company

**Interactions**

- ✓ Behaviors
- ✓ Performance
- ✓ Workplace culture

**The Aims**

- ✓ Improved decision-making
- ✓ More adaptable leadership
- ✓ Sustainable company growth & success

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>> Organizational-Behavior認証資格 <<

**Organizational-Behavior無料ダウンロード、Organizational-Behavior日本語版問題解説**

社会の発展と相対的な法律と規制の完成により、私たちのキャリア分野でのOrganizational-Behavior証明書は、私たちの国にとって必要になります。Organizational-Behaviorに合格して証明書を取得することが、あなたの立場を変えて目標を達成するための最も迅速で直接的な方法かもしれません。そして、Organizational-Behavior試験に合格するためのお手伝いをいたします。このキャリアで最も本物のブランドと見なされているプロの専門家は、お客様に最新の有効なOrganizational-Behavior試験シミュレーションを提供するために絶え間ない努力を行っています

## WGU Organizational Behavior (GTO1, C715) 認定 Organizational-Behavior 試験問題 (Q38-Q43):

### 質問 # 38

When is organizational culture a liability?

- A. When core values are shared by different departments within the organization.
- B. When the organizational culture reduces ambiguity for employees.
- C. When the culture includes shared values on organizational goals.
- **D. When a strong organizational culture limits diversity within the organization.**

正解: D

解説:

While a strong culture can be a significant asset by improving employee commitment and reducing ambiguity, it can also become a liability under certain conditions. One of the most critical liabilities occurs when a strong organizational culture limits diversity within the organization. Because a strong culture pressures employees to conform to accepted values and behaviors, it can create a "mismatch" for people who bring different perspectives or backgrounds.

Strong cultures often act as a barrier to change because they lead to institutionalization, where behaviors are followed blindly without question. This can be particularly damaging during mergers or acquisitions, where two conflicting strong cultures may fail to integrate. Furthermore, when the shared values do not align with the organization's effectiveness in a changing environment, the culture becomes a "barrier to diversity" and a

"barrier to change". Management must therefore balance the benefits of a cohesive culture with the need for diverse viewpoints that prevent "groupthink" and allow the organization to remain adaptable.

### 質問 # 39

A is ambitious and cheerful at work. Which type of values are these?

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

正解: B

解説:

Values represent basic convictions that a specific mode of conduct or end-state of existence is personally or socially preferable to an opposite mode. In Organizational Behavior, Milton Rokeach created the Rokeach Value Survey (RVS), which classifies values into two distinct sets: Terminal values and Instrumental values.

Terminal values refer to desirable end-states of existence. These are the goals a person would like to achieve during their lifetime, such as world peace, prosperity, or a sense of accomplishment. Instrumental values, on the other hand, refer to preferable modes of behavior or means of achieving the terminal values. Being

"ambitious" and "cheerful" are behavioral traits or methods that an individual employs to reach their ultimate goals. For instance, being ambitious (an instrumental value) is the "means" an employee uses to achieve the

"end" of financial success or career status (a terminal value). Similarly, being cheerful is a mode of conduct that might help an individual achieve the terminal goal of social recognition or happiness. Therefore, because these descriptions focus on the how of behavior rather than the what of ultimate life goals, they are strictly categorized as instrumental values. Understanding these values is crucial for managers because they influence motivation and how employees perceive organizational rewards and culture.

### 質問 # 40

A coach encourages a person to run two miles in ten minutes and provides the person a stopwatch to check periodically. The person

completes the run in 9.8 minutes. Considering the goal-setting theory of motivation, which two factors explain why the person achieved the goal?

- A. Direction and challenge
- B. Challenge and encouragement
- C. Specificity and encouragement
- **D. Specificity and feedback**

正解: D

解説:

Edwin Locke's Goal-Setting Theory suggests that specific and difficult goals, with feedback, lead to higher performance. The theory identifies several key components that drive motivation. First is Specificity. In this case, the coach did not just say "run fast"; they set a specific target of "two miles in ten minutes". Specific goals act as an internal stimulus, providing a clear sense of what needs to be done and how much effort is required.

Image of Goal-Setting Theory of Motivation

The second critical factor is Feedback. By providing a stopwatch, the coach allowed the runner to monitor their own progress. Feedback helps individuals identify discrepancies between what they have done and what they want to do; it guides behavior and motivates the individual to adjust their effort level to meet the goal.

While "challenge" is also a part of the theory (as difficult goals lead to higher performance), the presence of the stopwatch specifically addresses the feedback mechanism, and the clear time-distance parameters address specificity. Therefore, the combination of a clearly defined target (specificity) and the ability to track progress (feedback) are the primary drivers for the runner achieving the 9.8-minute result.

質問 # 41

Management is considering a change in one plant and plans to organize employees into teams. Management wants the teams to review processes, apply critical thinking, and take full responsibility for outcomes. Which type of team should they organize?

- **A. Self-managed teams**
- B. Production teams
- C. Virtual teams
- D. Problem-solving teams

正解: A

解説:

The distinguishing factor between different types of teams is the level of authority and the scope of their responsibility. Problem-solving teams typically only make recommendations; they do not have the authority to implement their suggestions or take full responsibility for the results. Virtual teams are defined by their use of technology to bridge physical distance rather than their level of autonomy.

In this scenario, because management wants the team to "take full responsibility for outcomes," they must organize self-managed teams. These teams are designed to operate without direct supervision, handling the planning, execution, and monitoring of their work. They go beyond critical thinking and process review- which a problem-solving team might do-by actually making the operating decisions and being held accountable for the final performance. This structure requires a high degree of trust from management and extensive training for employees, as the team essentially performs the roles previously held by first-line supervisors.

質問 # 42

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

- A. The relationship is strong for employees but weak for managers.
- B. The relationship does not depend on the perceptual process.
- **C. Employees must have confidence that the effort they exert will lead to a favorable performance evaluation.**
- D. The relationship is strongest when employees know that traits are the criteria used for the evaluations.

正解: C

解説:

The link between performance evaluation and motivation is best explained through Expectancy Theory.

According to this theory, an individual's motivation to exert effort depends on three relationships: Effort- Performance, Performance-

Reward, and Rewards-Personal Goals. For an employee to be motivated, they must have confidence that the effort they exert will lead to a favorable performance evaluation(the Effort-Performance relationship).

Image of Vroom's Expectancy Theory

If an employee believes that no matter how hard they work, the evaluation process is biased, based on luck, or uses unclear criteria (like personality traits rather than measurable behaviors), their motivation will suffer.

Furthermore, the employee must believe that a good evaluation will lead to organizational rewards (such as a bonus or promotion) and that those rewards will satisfy their personal goals. If any of these links are weak- for instance, if the evaluation process is perceived as unfair-the entire motivational chain is broken.

Therefore, the perceptual process is central to this relationship; it is not the objective reality of the evaluation that motivates, but the employee's perception of its fairness and accuracy.

## 質問 # 43

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**Organizational-Behavior無料ダウンロード**: <https://www.it-passports.com/Organizational-Behavior.html>

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