

# Reliable Organizational-Behavior training materials bring you the best Organizational-Behavior guide exam: WGU Organizational Behavior (GTO1, C715) - Actual4Exams

## WGU C715 Organization Behavior Complete Study Guide

Ability - An individual's capacity to perform the various tasks in a job.,

Accommodating - The willingness of one party in a conflict to place the opponent's interests above his or her own.

action research - A change process based on systematic collection of data and then selection of a change action based on what the analyzed data indicate.

Affect - A broad range of feelings that people experience.

affect intensity - Individual differences in the strength with which individuals experience their emotions.

affective component - The emotional or feeling segment of an attitude.

affective events theory (AET) - A model that suggests that workplace events cause emotional reactions on the part of employees, which then influence workplace attitudes and behaviors.

Agreeableness - A personality dimension that describes ~someone who is good natured, cooperative, and trusting.

Allostasis - Working to change behavior and attitudes to find stability.

anchoring bias - A tendency to fixate on initial information, from which one then fails to adequately adjust for subsequent information.

Anthropology - The study of societies to learn about human ~beings and their activities.

appreciative inquiry (AI) - An approach that seeks to identify the unique qualities and special strengths of an organization, which can then be built on to improve performance.

Arbitrator - A third party to a negotiation who has the authority to dictate an agreement.

assessment centers - A set of performance-simulation tests ~designed to evaluate a candidate's managerial potential.

Attitudes - Evaluations employees make about objects, people, or events.

BONUS!!! Download part of Actual4Exams Organizational-Behavior dumps for free: [https://drive.google.com/open?id=1JfbeddQ8W\\_xdzaLpCY3U6SW5GP9IqqiO](https://drive.google.com/open?id=1JfbeddQ8W_xdzaLpCY3U6SW5GP9IqqiO)

Candidates who don't find actual Organizational-Behavior Questions remain unsuccessful in the WGU Organizational Behavior (GTO1, C715) (Organizational-Behavior) test and lose their resources. That's why Actual4Exams is offering real WGU Organizational-Behavior Questions that are real and can save you from wasting time and money. Hundreds of applicants have studied successfully from our Organizational-Behavior latest questions in one go.

In order to meet different needs of the candidates, three versions for Organizational-Behavior exam materials are available. You can choose the one you prefer for your training. Organizational-Behavior PDF version is printable, and you can print them into hard one if you like. Organizational-Behavior Soft test engine can install in more than 200 personal computers, it also support MS operating system. Organizational-Behavior Online Test engine can is convenient and easy to learn, it supports all web browsers, and you can have a general review of what you have learned through this version.

>> Latest Organizational-Behavior Test Cram <<

# Pass Guaranteed Quiz 2026 WGU Organizational-Behavior: Newest Latest WGU Organizational Behavior (GTO1, C715) Test Cram

There are many other advantages of our Organizational-Behavior exam questions. To gain a full understanding of our Organizational-Behavior learning guide, please firstly look at the introduction of the features and the functions of our Organizational-Behavior exam torrent. The page of our product provide the demo to let the you understand part of our titles before their purchase and see what form the software is after the you open it. The client can visit the page of our product on the website. So the client can understand our Organizational-Behavior Quiz torrent well and decide whether to buy our Organizational-Behavior exam questions or not at their wishes.

## WGU Organizational Behavior (GTO1, C715) Sample Questions (Q19-Q24):

### NEW QUESTION # 19

Which dimension of the Fiedler contingency model is associated with the degree of influence a leader has over variables such as hiring, firing, discipline, promotions, and salary increases?

- A. Leader-member relations
- B. Task structure
- C. Leader-member exchange
- **D. Position power**

**Answer: D**

Explanation:

The Fiedler contingency model proposes that effective group performance depends on the proper match between the leader's style and the degree to which the situation gives control to the leader. Fiedler identified three contingency dimensions that define the situational favorableness: Leader-member relations, Task structure, and Position power.

Image of Fiedler's Contingency Model

Position power is specifically defined as the degree of influence a leader has over power variables such as hiring, firing, discipline, promotions, and salary increases. A leader with high position power has significant structural authority, which makes it easier to influence the behavior of subordinates through formal rewards and sanctions. In contrast, a leader with low position power must rely more heavily on personal influence or rapport to achieve goals. Understanding these dimensions is crucial because Fiedler argued that a leader's style is essentially fixed; therefore, to improve effectiveness, one must either change the leader to fit the situation or change the situation (such as increasing or decreasing the leader's position power) to fit the leader.

### NEW QUESTION # 20

Which characteristic describes an advantage of a virtual team as compared with other types of teams?

- **A. People can work together who might otherwise not be able to collaborate on a work task.**
- B. Verbal and nonverbal communication cues are easier to understand within a virtual team.
- C. The greater opportunity for interaction helps increase rapport.
- D. Virtual team members generally report greater satisfaction with the group interaction process.

**Answer: A**

Explanation:

Virtual teams use computer technology to unite physically dispersed members in order to achieve a common goal. The defining advantage of virtual teams is their ability to overcome the constraints of time and space, allowing people to work together who might otherwise not be able to collaborate on a work task. This is particularly beneficial for global organizations that need to pull together the best experts regardless of where they are located in the world.

Image of virtual team collaboration

However, virtual teams face unique challenges compared to face-to-face teams. Because they rely on electronic communication, they often suffer from a lack of nonverbal cues (like body language and tone of voice), which makes communication less rich and more prone to misunderstanding. Consequently, virtual teams often report lower levels of satisfaction with the interaction process and may take longer to build trust and rapport (refuting options B and D). To be effective, managers of virtual teams must ensure that the team has the right technology, that progress is closely monitored, and that efforts are made to create "social presence" through occasional video calls or face-to-face meetings to build the trust that forms more naturally in traditional office settings. Despite these hurdles, the strategic benefit of accessing diverse talent from across the globe makes the virtual team an essential tool in the modern organizational landscape.

### NEW QUESTION # 21

A project team was formed to complete a specific project. At the end of the first 6 months, the team was unable to deliver the results. The main cause was several team members spending significant time mistakenly working on the same tasks. Which role of a team lead is most useful in the given case?

- A. Planner
- B. Motivator
- C. Controller
- **D. Coordinator**

**Answer: D**

Explanation:

In group dynamics, the failure described—redundant efforts and a lack of task synchronization—points to a failure in coordination. The Coordinator role is responsible for clarifying goals, delegating tasks, and ensuring that the efforts of individual team members are integrated rather than duplicated. Without effective coordination, even highly motivated and skilled teams can fail because their energy is dissipated through "working in different directions".

While a "Planner" (Option B) sets the initial schedule and a "Controller" (Option C) monitors outcomes, the Coordinator acts as the glue during the execution phase. The Coordinator ensures that every member knows their specific contribution and how it fits into the whole. In this case, because the members were "mistakenly working on the same tasks," a Coordinator would have intervened to clarify boundaries and manage the interdependencies of the work. Effective coordination is the primary antidote to the "process losses" that occur when team members overlap in their efforts.

### NEW QUESTION # 22

Employee A noticed that Employee B was late for work, and A's perception of why B was late will determine what action A takes in this situation. Considering attribution theory, which factors will determine A's perception regarding whether B's behavior was internally or externally caused?

- A. Problem, criteria, and alternatives
- B. Situation, attributes, and alternatives
- C. Creativity, relationships, and expertise
- **D. Distinctiveness, consensus, and consistency**

**Answer: D**

Explanation:

Attribution theory is a cornerstone of social perception in the workplace, explaining how we judge people differently depending on what meaning we attribute to a given behavior. When we observe an individual's behavior, we attempt to determine whether it was internally caused (under the person's control) or externally caused (forced by the situation). According to Harold Kelley's model, this determination depends on three specific factors: distinctiveness, consensus, and consistency.

Distinctiveness refers to whether an individual displays different behaviors in different situations. If Employee B is late for work but is generally reliable in all other tasks, the behavior has high distinctiveness, suggesting an external cause (like a traffic jam). Consensus occurs if everyone who faces a similar situation responds in the same way. If every employee who took the same route as Employee B was also late, consensus is high, pointing to an external cause. Consistency looks at whether the person responds the same way over time. If Employee B is late every single day, consistency is high, which usually leads the observer to attribute the behavior to internal causes (like a lack of discipline). By analyzing these three dimensions, Employee A forms a perception that dictates their reaction—whether that be empathy for a one-time external delay or disciplinary action for a recurring internal habit.

### NEW QUESTION # 23

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. Specificity and encouragement
- B. Challenge and encouragement

- C. Direction and challenge
- D. Specificity and feedback

**Answer: D**

Explanation:

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.

## NEW QUESTION # 24

.....

For some candidates who are caring about the protection of the privacy, our Organizational-Behavior exam materials will be your best choice. We respect the personal information of our customers. If you buy Organizational-Behavior exam materials from us, we can ensure you that your personal information, such as the name and email address will be protected well. Once the order finishes, your personal information will be concealed. In addition, we are pass guarantee and money back guarantee. If you fail to pass the exam after buying Organizational-Behavior Exam Dumps from us, we will refund your money.

**Organizational-Behavior Practice Exam Questions:** <https://www.actual4exams.com/Organizational-Behavior-valid-dump.html>

WGU Latest Organizational-Behavior Test Cram The software version: many people are used to studying on computers, Although we have achieved much and have taken large part among the market, we never conceit or being prideful of the achievement with Organizational-Behavior guide torrent materials, but accelerate the pace of being better, Once our Organizational-Behavior dumps guide: WGU Organizational Behavior (GTO1, C715) has new version, you can download free of charge within one year, that means you can always get the latest valid exam study guide.

After this basic information is covered, more advanced situations Organizational-Behavior Practice Exam Questions will be considered, including network resilience from a control plane perspective and fast reroute techniques.

Alert Dialogs and Action Sheets, The software version: Organizational-Behavior many people are used to studying on computers, Although we have achieved much and have taken large part among the market, we never conceit or being prideful of the achievement with Organizational-Behavior guide torrent materials, but accelerate the pace of being better.

## Real And Valid Organizational-Behavior Exam Questions & Answers

Once our Organizational-Behavior dumps guide: WGU Organizational Behavior (GTO1, C715) has new version, you can download free of charge within one year, that means you can always get the latest valid exam study guide.

You can access the WGU Organizational Behavior (GTO1, C715) (Organizational-Behavior) practice exam after installing this software on your Windows computer or laptop, We offer 100% real, updated and verified exam questions and answers tested and prepared by experts to pass WGU Organizational-Behavior exam

- Organizational-Behavior Valid Test Sims  Organizational-Behavior Test Study Guide  Organizational-Behavior Exam Questions  Simply search for { Organizational-Behavior } for free download on [ [www.prepawaypdf.com](http://www.prepawaypdf.com) ]
- 100% Pass Quiz 2026 WGU Organizational-Behavior: WGU Organizational Behavior (GTO1, C715) – High-quality Latest Test Cram  Search for > Organizational-Behavior  and download it for free immediately on ✓ [www.pdfvce.com](http://www.pdfvce.com)  ✓  Exam Organizational-Behavior Demo
- WGU certification Organizational-Behavior best exam questions and answers  Open ☀ [www.pdfdumps.com](http://www.pdfdumps.com) ☀  and search for “Organizational-Behavior” to download exam materials for free  Online Organizational-Behavior Test

