

Pass Guaranteed Quiz Organizational-Behavior - High-quality Exam WGU Organizational Behavior (GTO1, C715) Review

WGU C715 – Organizational Behavior Final Exam | Verified Questions and Answers | Grade A | 2025/2026

Section 1: Introduction

This document provides verified content from the WGU C715 Organizational Behavior Final, covering motivation, leadership, team dynamics, communication, and conflict resolution. Structured for WGU's exam format and A+ ready.

Section 2: Exam Questions and Answers

- Motivation: What is the process that accounts for an individual's intensity, direction, and persistence of effort toward attaining a goal?**
A) Leadership
B) Motivation
C) Decision-making
D) Conflict resolution
Correct Answer: B) Motivation
Rationale: Motivation is defined as the processes that account for an individual's intensity, direction, and persistence of effort toward achieving a goal, per organizational behavior principles.
- Leadership: Which leadership style involves making decisions without consulting the team?**
A) Democratic
B) Laissez-faire
C) Autocratic
D) Transformational
Correct Answer: C) Autocratic
Rationale: Autocratic leadership involves unilateral decision-making by the leader, unlike democratic (team input), laissez-faire (minimal guidance), or transformational (inspirational) styles.
- Team Dynamics: What is the term for when group members exert less effort when working together compared to working individually?**
A) Groupthink
B) Social loafing
C) Group shift
D) Cohesion
Correct Answer: B) Social loafing
Rationale: Social loafing occurs when individuals contribute less effort in a group setting due to reduced accountability.
- Communication: Which barrier to effective communication involves preconceived notions about others?**
A) Filtering
B) Selective perception

DOWNLOAD the newest VCE4Dumps Organizational-Behavior PDF dumps from Cloud Storage for free:
https://drive.google.com/open?id=1GSFhDx0NMMNF4G_cSpRGS2uHHSxxu5nl

With our WGU Organizational-Behavior study material, you'll be able to make the most of your time to ace the test. Despite what other courses might tell you, let us prove that studying with us is the best choice for passing your WGU Organizational-Behavior Certification Exam! If you want to increase your chances of success and pass your Organizational-Behavior exam, start learning with us right away!

The three versions of our Organizational-Behavior training materials each have its own advantage. On the one hand, the software version can simulate the real Organizational-Behavior examination for all of the users in windows operation system. By actually simulating the real test environment. On the other hand, if you choose to use the software version, you can download our Organizational-Behavior Exam Prep only for Windows system. We strongly believe that the software version of our Organizational-Behavior study materials will be of great importance for you to prepare for the exam and all of the employees in our company wish you early success.

>> Exam Organizational-Behavior Review <<

Valid Organizational-Behavior Test Preparation - Organizational-Behavior Study Reference

The client can try out and download our Organizational-Behavior training materials freely before their purchase so as to have an understanding of our product and then decide whether to buy them or not. The website pages of our product provide the details of our Organizational-Behavior learning questions. You can have a better understanding if you read the introductions of our Organizational-Behavior exam questions carefully. And you can also click on the buttons on our website to test the functions on many aspects.

WGU Organizational Behavior (GTO1, C715) Sample Questions (Q34-Q39):

NEW QUESTION # 34

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

- A. The relationship is strongest when employees know that traits are the criteria used for the evaluations.
- 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 strong for employees but weak for managers.

Answer: C

Explanation:

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.

NEW QUESTION # 35

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?

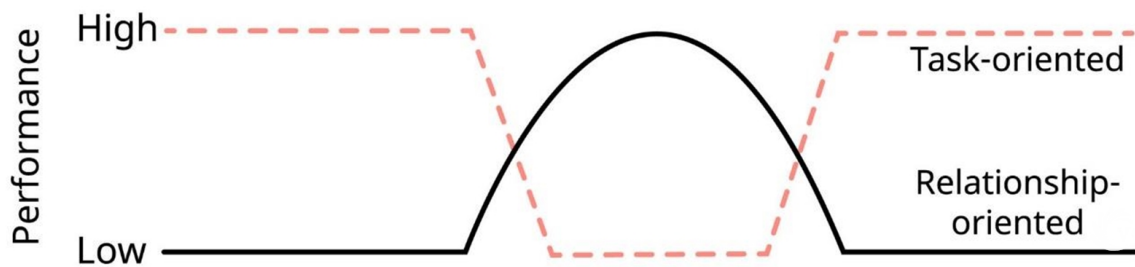
- A. Task structure
- B. Leader-member relations
- C. Leader-member exchange
- **D. Position power**

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



Situation	Favorable		Moderate				Unfavorable	
Category	1	2	3	4	5	6	7	8
Leader-member Relations	Good	Good	Good	Good	Poor	Poor	Poor	Poor
Task Structure	High	High	Low	Low	High	High	Low	Low
Leader Position Power	Strong	Weak	Strong	Weak	Strong	Weak	Strong	Weak

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 # 36

Which statement is true about groupshift?

- A. It is a side-stepping technique.
- B. It cannot be toward greater risk.
- C. It can be toward caution or toward risk.
- D. It is not a real-world phenomenon.

Answer: C

Explanation:

Groupshift is a phenomenon related to groupthink, specifically describing the way group members tend to exaggerate their initial positions when discussing a given set of alternatives. In a group setting, the collective decision often shows a shift toward a more extreme version of the position held by members before the discussion began. While many people assume groups always lead to more conservative decisions, groupshift demonstrates that the shift can move in either direction: toward greater caution or toward greater risk.

The shift toward risk is more common in many organizational settings. This occurs for several reasons: first, the shared responsibility of a group diffuses the accountability for any single individual, making them feel bolder. Second, members who are more willing to take risks may be perceived as more confident and thus exert more influence over the group's final decision. Conversely, if the initial atmosphere of the group is conservative, the discussion tends to reinforce that caution, leading to a "shift" toward even more extreme avoidance of risk. Understanding groupshift is vital for managers because it highlights that group decisions are not necessarily "average" or "moderate" versions of individual opinions; rather, the social dynamics within a group can drive the collective toward extremes that no single member might have chosen independently.

Recognizing this allows leaders to implement checks and balances, such as appointing a devil's advocate, to ensure that the group does not drift into a dangerous or overly timid position due to the social reinforcement of the shift phenomenon.

NEW QUESTION # 37

Three employees meet face-to-face to identify a problem and resolve it through open discussion. Which type of conflict resolution technique is this?

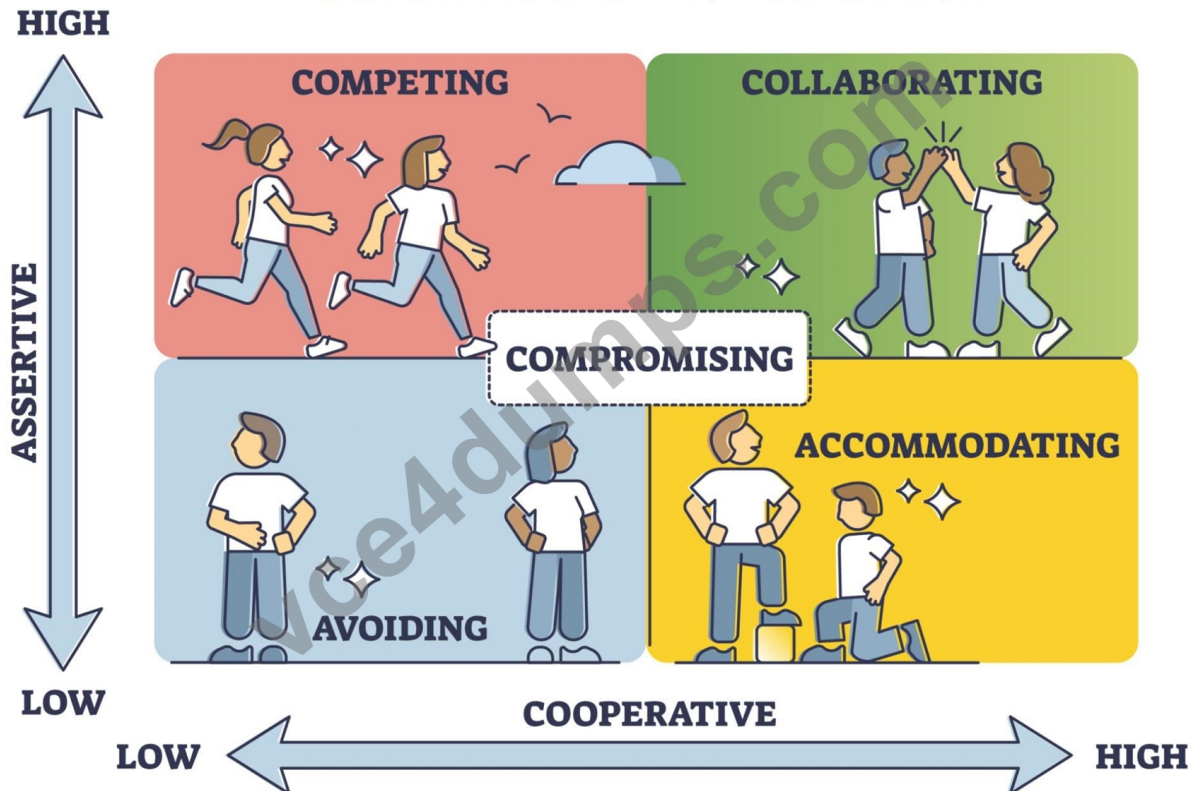
- A. Compromising
- B. Problem solving
- C. Devil's advocate
- D. Smoothing

Answer: B

Explanation:

Image of Conflict Management Grid

CONFLICT MANAGEMENT



Conflict is an inherent part of group dynamics, and how it is managed determines whether the outcome is functional or dysfunctional. The scenario describes a Problem Solving approach (also known as collaborating or confronting). In this technique, the parties involved meet face-to-face with the explicit intent of identifying the underlying problem and resolving it through open, honest discussion. Unlike other methods that might avoid the issue or seek a quick "middle ground," problem solving seeks a "win-win" solution where the concerns of all parties are fully addressed.

Other techniques mentioned in the options serve different purposes: Smoothing (or accommodating) involves playing down differences to maintain surface-level harmony; Compromising requires each party to give up something of value; and the Devil's Advocate role is a technique used to stimulate functional conflict by intentionally challenging the majority view. Because the employees are actively engaging in open discussion to find a root-cause resolution, it is classified as problem solving.

NEW QUESTION # 38

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 # 39

.....

VCE4Dumps offers an extensive collection of Organizational-Behavior practice questions in PDF format. This WGU Organizational-Behavior Exam Questions pdf file format is simple to use and can be accessed on any device, including a desktop, tablet, laptop, Mac, or smartphone. No matter where you are, you can learn on the go. The PDF version of the WGU Organizational Behavior (GTO1, C715) (Organizational-Behavior) exam questions is also easily printable, allowing you to keep physical copies of the WGU Organizational Behavior (GTO1, C715) (Organizational-Behavior) questions dumps with you at all times.

Valid Organizational-Behavior Test Preparation: <https://www.vce4dumps.com/Organizational-Behavior-valid-torrent.html>

As a market leader, our company is able to attract quality staffs, it actively seeks out those who are energetic, persistent, and professional to various Organizational-Behavior certificate and good communicator, Our Organizational-Behavior guide torrent is compiled by experts and approved by the experienced professionals, WGU Exam Organizational-Behavior Review You will not need to struggle with the exam, We guarantee that you will pass your Organizational-Behavior exam without any difficulty if you are using our Organizational-Behavior questions pdf.

Server Storage on a One-Drive System, Kellogg Graduate Organizational-Behavior School of Management, As a market leader, our company is able to attract quality staffs, it actively seeks out those who are energetic, persistent, and professional to various Organizational-Behavior certificate and good communicator.

2026 WGU Exam Organizational-Behavior Review - WGU Organizational Behavior (GTO1, C715) Realistic Valid Test Preparation 100% Pass

Our Organizational-Behavior guide torrent is compiled by experts and approved by the experienced professionals, You will not need to struggle with the exam, We guarantee that you will pass your Organizational-Behavior exam without any difficulty if you are using our Organizational-Behavior questions pdf.

If you want to do something, nothing can stop you.

- New Organizational-Behavior Exam Name Organizational-Behavior Valid Test Practice New Organizational-Behavior Exam Simulator Open « www.dumpsmaterials.com » enter ➡ Organizational-Behavior and obtain a free download Organizational-Behavior Valid Exam Camp
- Latest Organizational-Behavior Exam Pdf Latest Organizational-Behavior Demo New Organizational-Behavior Exam Name Go to website [www.pdfvce.com] open and search for ▶ Organizational-Behavior ◀ to download for free New Exam Organizational-Behavior Braindumps
- Pass Guaranteed WGU - Organizational-Behavior –Trustable Exam Review Enter ✓ www.practicevce.com ✓ and search for [Organizational-Behavior] to download for free New Organizational-Behavior Test Cost
- Organizational-Behavior Latest Test Report Exam Organizational-Behavior Score Organizational-Behavior Latest Test Report Search for 🌟 Organizational-Behavior 🌟 and download it for free immediately on « www.pdfvce.com » New Organizational-Behavior Exam Simulator
- 100% Organizational-Behavior Accuracy Organizational-Behavior Vce Files Exam Organizational-Behavior Tests Download Organizational-Behavior for free by simply searching on 【 www.testkingpass.com 】 Organizational-Behavior New Real Exam
- Valid Organizational-Behavior Torrent Organizational-Behavior Vce Files Organizational-Behavior Latest Test Report Download { Organizational-Behavior } for free by simply entering ➡ www.pdfvce.com website New Organizational-Behavior Exam Name
- Exam Organizational-Behavior Review - 2026 Realistic WGU Valid WGU Organizational Behavior (GTO1, C715) Test Preparation Pass Guaranteed Quiz Search for 「 Organizational-Behavior 」 and download it for free on « www.practicevce.com » website New Organizational-Behavior Exam Name
- Exam Organizational-Behavior Review - 2026 Realistic WGU Valid WGU Organizational Behavior (GTO1, C715) Test Preparation Pass Guaranteed Quiz Search for ⇒ Organizational-Behavior ⇐ and obtain a free download on www.pdfvce.com New Organizational-Behavior Exam Simulator
- Pass Guaranteed WGU - Organizational-Behavior –Trustable Exam Review Copy URL « www.exam4labs.com » open and search for ➡ Organizational-Behavior to download for free Latest Organizational-Behavior Exam Pdf

- Organizational-Behavior Valid Exam Camp □ Organizational-Behavior Latest Test Report □ Valid Organizational-Behavior Torrent □ Enter 「 www.pdfvce.com 」 and search for 「 Organizational-Behavior 」 to download for free □ □ Organizational-Behavior Valid Exam Questions
- Prepare for the WGU Organizational-Behavior Exam on Any Device with www.testkingpass.com PDF Format □ Download “ Organizational-Behavior ” for free by simply searching on [www.testkingpass.com] □ 100% Organizational-Behavior Accuracy
- listbell.com, jasperrdgy304768.shivawiki.com, siobhanmmbk991776.bloguntee.com, violaiaxj677137.tblogs.com, vinnydha685562.blogproducer.com, iwanklya056802.wikiusnews.com, socialinplace.com, webnamedirectory.com, ezekielesea405373.theideasblog.com, socialskates.com, Disposable vapes

BONUS!!! Download part of VCE4Dumps Organizational-Behavior dumps for free: https://drive.google.com/open?id=1GSFhDx0NMMNF4G_cSpRGS2uIHSxxu5nI