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APMG-International Change-Management-Foundation Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> Change Management Planning: This section covers creating a change management plan, integrating change management with project management, and resource allocation for change initiatives.
Topic 2	<ul style="list-style-type: none"> communication methods and channels, and effective messaging for different stakeholder groups.
Topic 3	<ul style="list-style-type: none"> Leadership and Change: In this section, the preference is given to the role of leadership in change management, change leadership styles, building and maintaining a guiding coalition, etc.
Topic 4	<ul style="list-style-type: none"> Change Management Models and Theories: This section discusses and Kübler-Ross Change Curve.
Topic 5	<ul style="list-style-type: none"> Introduction to Change Management: ThiLewin's 3-Stage Model, Kotter's 8-Step Process, ADKAR Model, s section covers the definition and importance of change management, types of organizational change, and the role of change managers.
Topic 6	<ul style="list-style-type: none"> Communication in Change Management: This section covers developing a communication strategy

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Most Probable Real Exam Questions in APMG-International Change-Management-Foundation PDF Dumps Format

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APMG-International Change Management Foundation Exam Sample Questions (Q62-Q67):

NEW QUESTION # 62

Which action is an appropriate change management response to people in the early stages of a change curve?

- **A. Be clear about the losses that people will experience**
- B. Delay communication until all the details are known
- C. Accept that everyone will eventually work their way through the curve
- D. Interpret emotions as evidence of poor change management

Answer: A

Explanation:

Explanation

The change curve is a model that describes the typical emotional stages that people go through when they face a change. The early stages of the change curve are characterized by shock, denial, anger, and frustration. To help people through these stages, change leaders should be clear about the losses that people will experience and acknowledge their feelings and concerns. The other options are not appropriate responses, as they would either ignore or dismiss people's emotions or create more uncertainty and confusion.

References:

<https://apmg-international.com/sites/default/files/Change%20Management%20Foundation%20Sample%20Paper> (page 11)

NEW QUESTION # 63

According to Herzberg's research, which factor leads to high job satisfaction?

- A. Security
- B. Working conditions
- C. Salary
- **D. Responsibility**

Answer: D

Explanation:

Explanation

According to Herzberg's research, job satisfaction and dissatisfaction are influenced by two different sets of factors: motivators and hygiene factors. Motivators are factors that lead to high job satisfaction and motivation, such as achievement, recognition, responsibility, advancement, and growth. Hygiene factors are factors that do not cause satisfaction, but can cause dissatisfaction if they are absent or inadequate, such as working conditions, salary, security, and supervision. Therefore, responsibility is a motivator that leads to high job satisfaction. References:

<https://apmg-international.com/sites/default/files/Change%20Management%20Foundation%20Sample%20Paper> (page 11)

NEW QUESTION # 64

What kind of power is conveyed by a manager who is admired and respected by their subordinates and seen as a role model?

- **A. Referent**
- B. Coercive
- C. Reward
- D. Legitimate

Answer: A

Explanation:

Comprehensive and Detailed In-Depth Explanation:

The APMG Change Management Foundation draws on French and Raven's Five Bases of Power to explain influence in change contexts. Referent power (Option A) arises from admiration, respect, and identification with an individual, often because they are

seen as a role model. A manager who is admired and respected fits this description, as their influence stems from personal charisma and positive relationships rather than formal authority. Legitimate power (A) comes from a formal position, Reward power (B) from the ability to give benefits, and Coercive power (C) from punishment—none of which rely on admiration or role-model status.

NEW QUESTION # 65

According to Herzberg's research, which factor leads to high job satisfaction?

- A. Responsibility
- B. Security
- C. Working conditions
- D. Salary

Answer: C

Explanation:

According to Herzberg's research, job satisfaction and dissatisfaction are influenced by two different sets of factors: motivators and hygiene factors. Motivators are factors that lead to high job satisfaction and motivation, such as achievement, recognition, responsibility, advancement, and growth. Hygiene factors are factors that do not cause satisfaction, but can cause dissatisfaction if they are absent or inadequate, such as working conditions, salary, security, and supervision. Therefore, responsibility is a motivator that leads to high job satisfaction. References: <https://apmg-international.com/sites/default/files/Change%20Management%20Foundation%20Sample%20Paper%2016%20-%20v1.0.pdf> (page 11)

NEW QUESTION # 66

Which of the following statements about the concept of extinction in behavioral learning are true?

Extinction happens when rewards for a certain behavior are withdrawn

Reconditioning behavior after extinction takes as long as it did before extinction

- A. Neither 1 or 2 is true
- B. Both 1 and 2 are true
- C. Only 1 is true
- D. Only 2 is true

Answer: C

Explanation:

Explanation

Extinction is a concept in behavioral learning that describes what happens when rewards for a certain behavior are withdrawn. This can lead to the behavior being reduced or eliminated over time. However, reconditioning behavior after extinction does not take as long as it did before extinction, as there is still some memory or association of the behavior and the reward. Therefore, only statement 1 is true. References:

<https://apmg-international.com/sites/default/files/Change%20Management%20Foundation%20Sample%20Paper> (page 11)

NEW QUESTION # 67

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