

# Organizational-Behavior 최신버전 시험덤프자료 인기 시험기출문제



인재가 넘치는 IT업계에서 자기의 자리를 지켜나가려면 학력보다 능력이 더욱 중요합니다. 고객님의 능력을 증명해주는 수단은 국제적으로 승인받은 IT인증자격증이 아니겠습니까? WGU인증 Organizational-Behavior 시험이 어렵다고 하여 두려워 하지 마세요. IT자격증을 취득하려는 분들의 곁에는 Pass4Test가 있습니다. Pass4Test의 WGU인증 Organizational-Behavior 시험준비를 하시고 시험패스하여 자격증을 취득하세요. 국제승인 자격증이라 고객님의 경쟁력을 업그레이드 시켜드립니다.

IT업종 종사자분들은 모두 승진이나 연봉인상을 위해 자격증을 취득하려고 최선을 다하고 계실것입니다. 하지만 실름없는 야근에 시달려서 공부할 시간이 없어 스트레스가 많이 쌓였을것입니다. Pass4Test의 WGU인증 Organizational-Behavior 덤프로 WGU인증 Organizational-Behavior 시험공부를 해보세요. 시험문제커버율이 높아 덤프에 있는 문제만 조금의 시간의 들여 공부하신다면 누구나 쉽게 시험패스가 가능합니다.

>> Organizational-Behavior 최신버전 시험덤프자료 <<

## Organizational-Behavior 적응을 높은 시험덤프 공부 - Organizational-Behavior 합격보장 가능 덤프

불과 1,2년전만 해도 WGU Organizational-Behavior 덤프를 결제하시면 수동으로 메일로 보내드리기에 공휴일에 결제하시면 덤프를 보내드릴수 없어 고객님의께 폐를 끼쳐드렸습니다. 하지만 지금은 시스템이 업그레이드되어 WGU Organizational-Behavior 덤프를 결제하시면 바로 사이트에서 다운받을수 있습니다. Pass4Test는 가면갈수록 고객님의께 편리를 드릴수 있도록 나날이 완벽해질것입니다.

## 최신 WGU Certification Organizational-Behavior 무료 샘플문제 (Q36-Q41):

### 질문 # 36

A manager treats an employee with a free lunch to encourage the employee to continue to do well. Which kind of reward is provided?

- A. Personality reward
- B. Compensatory reward
- C. Intrinsic reward
- D. Extrinsic reward

정답: D

### 설명:

Motivation in the workplace is often driven by a system of rewards, which are generally categorized into intrinsic and extrinsic types. Intrinsic rewards are internal to the individual and come from the work itself; examples include a sense of accomplishment,

personal growth, or the satisfaction of completing a difficult task. These are self-granted rewards.

Extrinsic rewards, conversely, are tangible rewards given by another person (usually a manager or the organization) to an employee for performing a specific task or behavior. These include salary increases, bonuses, promotions, benefits, and even smaller tokens like a free lunch. In this scenario, the free lunch is a physical, external incentive provided by the manager to reinforce the employee's positive performance. While intrinsic rewards are essential for long-term engagement and "meaningful" work, extrinsic rewards like a free meal are effective for immediate reinforcement and recognizing specific achievements. According to reinforcement theory, providing such a reward immediately following a desired behavior (doing well at work) increases the probability that the behavior will be repeated. Because the lunch is an external, tangible benefit provided by the manager rather than an internal feeling of satisfaction derived from the task itself, it is classified as an extrinsic reward.

### 질문 # 37

A team was assigned a project. Halfway through the project, however, it became obvious that the team was failing to meet expectations. Management had made sure that individuals assigned to the team had strong technical expertise as well as problem-solving and decision-making skills. However, other abilities for effective teamwork were overlooked. Which ability necessary for team members was overlooked?

- A. Interpersonal skills
- B. Authoritarian personality
- C. Intellectual coherence
- D. Propensity for social loafing

정답: A

#### 설명:

To perform effectively, a team requires three different types of skills. First, it needs people with technical expertise to perform the task at hand. Second, it needs people with problem-solving and decision-making skills to be able to identify problems, generate alternatives, and make competent choices. Finally, and perhaps most importantly for group cohesion, a team needs people with strong interpersonal skills. Interpersonal skills include effective listening, feedback, and conflict resolution.

In the scenario provided, the team had the "hard" skills (technical and analytical) but lacked the "soft" skills required to navigate the social complexities of working as a unit. Without interpersonal skills, a team may have the smartest individuals but still fail because they cannot communicate effectively or resolve the inevitable friction that arises during a long-term project. While "propensity for social loafing" is a behavior to avoid, and "authoritarian personality" is often a hindrance, the foundational "ability" cited in organizational behavior literature as a prerequisite for team success alongside technical and problem-solving skills is interpersonal competence.

### 질문 # 38

What are two of the three forces that play a particularly important role in sustaining an organization's culture?

- A. Personal background of key employees and selection process
- B. Personal background of key employees and socialization process
- C. Actions of top management and employee education level
- D. Actions of top management and socialization process

정답: D

#### 설명:

Once a culture is in place, certain practices within the organization act to maintain it by exposing employees to a set of similar experiences. Three forces play a particularly important role in sustaining a culture: selection practices, the actions of top management, and the socialization process.

The actions of top management are crucial because through what they say and how they behave, senior executives establish norms that filter down through the organization. For example, their reactions to crises or how they reward performance send clear signals about what is truly valued. The socialization process is the method by which the organization helps new employees adapt to its culture. Even if an organization hires the

"right" people during selection, they must still be taught the specific values and customs of the firm.

Socialization ensures that the culture is transmitted consistently from one generation of employees to the next, maintaining the organization's unique identity over time.

### 질문 # 39

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

정답: B

설명:

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.

### 질문 # 40

What is a characteristic employed by transactional leaders?

- A. Instills pride and gains trust
- B. Promotes intelligence and rationality
- C. Provides vision and sense of mission
- **D. Promises rewards for good performance**

정답: D

설명:

Organizational Behavior distinguishes between transformational and transactional leaders. Transactional leaders guide or motivate their followers in the direction of established goals by clarifying role and task requirements. They function primarily through a series of "transactions" or exchanges where the leader provides something the followers want in return for their performance.

One of the primary characteristics of transactional leadership is contingent reward, which involves promising rewards for good performance and recognizing accomplishments. Other characteristics include management by exception (active or passive), where the leader intervenes only when standards are not met. Options A, B, and C describe transformational leaders, who inspire followers to transcend their own self-interests for the good of the organization and are capable of having a profound and extraordinary effect on followers. While transformational leadership is often celebrated for driving innovation and change, transactional leadership remains essential for maintaining the day-to-day stability and efficiency of an organization by ensuring that employees are rewarded for meeting specific, tangible targets.

### 질문 # 41

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인터넷에 검색하면 WGU Organizational-Behavior 시험덤프 공부자료가 헤아릴 수 없을 정도로 많이 검색됩니다. 그중에서 Pass4Test의 WGU Organizational-Behavior 제품이 인지도가 가장 높고 가장 안전하게 시험을 패스하도록 지름길이 되어드릴 수 있습니다.

**Organizational-Behavior 적중을 높은 시험덤프 공부 :** <https://www.pass4test.net/Organizational-Behavior.html>

오랜 시간 동안 쌓아온 노하우로 만들어진 Organizational-Behavior 덤프를 공부하신 많은 분들이 시험에서 합격하셨습니다. Organizational-Behavior 덤프로 시험을 준비하시면 Organizational-Behavior 시험패스를 예약한 것과 같습니다. 아직도 Organizational-Behavior 덤프 구매를 망설이고 있다면 우선 해당 덤프 구매 사이트에서 Organizational-Behavior 덤프 무료 샘플을 다운받아 보세요, 더는 공부하지 않은 자신을 원망하지 마시고 결단성 있게 Organizational-Behavior 적중을

