

本番のOrganizational-Behavior試験でためになる予想問題を分野ごとに収録



私たちのウェブサイトから見ると、Organizational-Behavior学習教材は3つのバージョンがあります。PDF、ソフトウェアとオンライン版です。PDF版は印刷できます。ソフトウェアとオンライン版はコンピュータで使用できます。コンピュータで学ぶことが難しい場合は、Organizational-Behavior学習教材の印刷資料で勉強できます。また、Organizational-Behavior学習教材の価格は合理的に設定されています。

Organizational-Behavior問題集はオンライン版、ソフト版、とPDF版がありますので、とても便利です。Organizational-Behavior問題集を購入すれば、あなたはいつでもどこでも勉強することができます。Organizational-Behavior問題集はIT専門家が長年の研究したことです。従って、高品質で、Organizational-Behavior試験の合格率が高いです。毎年、たくさんの人がOrganizational-Behavior試験に参加し、合格しました。あなたはOrganizational-Behavior問題集を利用すれば、Organizational-Behavior試験に合格できますよ。もし、将来に、IT専門家になります。

>> Organizational-Behavior再テスト <<

信頼できるOrganizational-Behavior試験ツールの保証購入の安全性-WGU Organizational Behavior (GTO1, C715)

It-PassportsはきみのIT夢に向かって力になりますよ。WGUのOrganizational-Behaviorの認証そんなに人気があって、It-Passportsも君の試験に合格するために全力で助けてあげて、またあなたを一年の無料なサービスの更新を提供します。明日の成功のためにIt-Passportsを選らばましょう。

WGU Organizational Behavior (GTO1, C715) 認定 Organizational-Behavior 試験問題 (Q27-Q32):

質問 # 27

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?

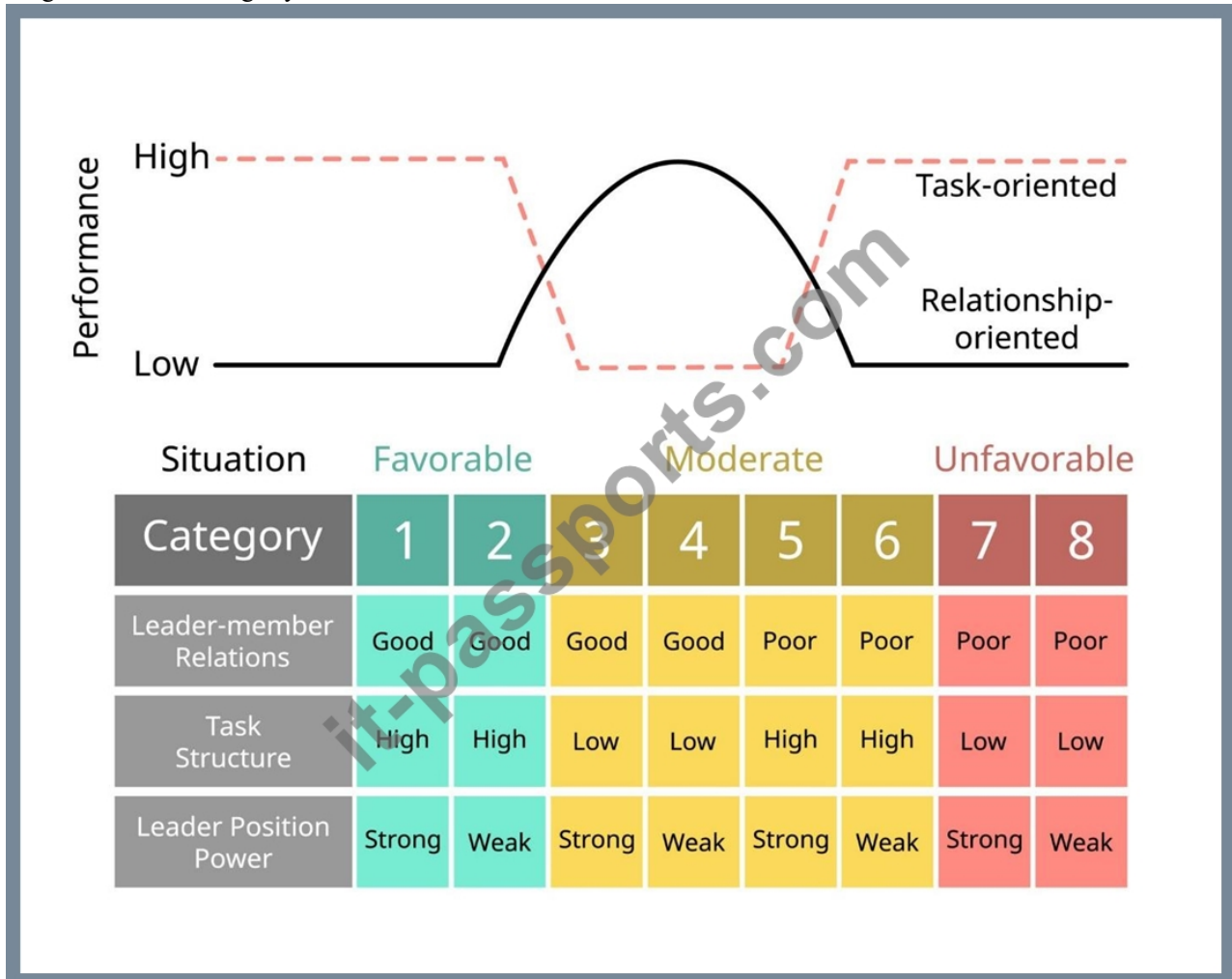
- A. Task structure
- **B. Position power**
- C. Leader-member exchange
- D. Leader-member relations

正解: B

解説:

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.

質問 # 28

Which method should be used to maximize team member participation in a global meeting?

- A. Unilateral electronic messaging to facilitate communication
- B. A Delphi-like sequence of notes via carrier mail to encourage dialog between members
- C. Online using computer technologies and/or phone communication
- D. Alpha-direct technologies to maintain communication links

正解: C

解説:

In the context of global operations, teams are often physically dispersed across different time zones and geographic locations. To maximize participation, organizations rely on virtual team technologies. Using online computer technologies and/or phone communication (such as video conferencing, instant messaging, and collaborative platforms) allows for real-time or near-real-time interaction that bridges the physical distance.

These technologies enable members to share ideas, provide immediate feedback, and engage in the "give-and-take" necessary for effective decision-making.

While unilateral messaging (Option C) or physical mail (Option D) might transmit information, they lack the interactive richness required to sustain high levels of participation and engagement. Effective global leadership involves selecting the communication channel that best balances the need for speed with the need for social presence. By utilizing synchronous online tools, global teams

can simulate the "face-to-face" experience, which helps in building the rapport and trust that are often difficult to establish in a virtual environment. This approach ensures that all members, regardless of their location, have an equal platform to contribute to the team's objectives.

質問 # 29

In organizing a team to develop a new product for entry into the electronics market, management wanted to assign team members having characteristics common to effective teams. Which list specifies common characteristics of effective teams?

- A. A climate of trust, members who score low on the personality characteristic of extroversion, and effective leadership
- B. Effective leadership, members who score low on the personality characteristic of extroversion, and members who fill role demands
- C. A climate of trust, members who fill role demands, and an absence of conflict
- D. Members who are emotionally stable, members who fill role demands, and a manageable level of conflict

正解: D

解説:

The effectiveness of a team is generally categorized by its composition, context, and process. According to the Big Five Personality Model and team research, effective teams are typically composed of individuals who score high on emotional stability, agreeableness, and conscientiousness. These traits help maintain a positive working environment and reduce interpersonal friction. Furthermore, teams must ensure that they have people to fill various role demands—meaning that all necessary tasks and social-maintenance functions are being performed by someone within the group.

Crucially, effective teams do not necessarily have an "absence of conflict" (which refutes option C). Instead, they maintain a manageable level of conflict. Specifically, "task conflict"—disagreements over the content of the work—can actually stimulate discussion and lead to better decisions, provided that "relationship conflict" (interpersonal animosity) remains low. Therefore, a team that is emotionally stable, fulfills its role requirements, and handles conflict constructively is much more likely to succeed in a high-pressure environment like the electronics market than one that simply tries to avoid all disagreement.

質問 # 30

Management has noticed that the quality improvement work group is struggling because members seem to be working in different directions. Which suggested action can the company take to increase group cohesiveness?

- A. Make the group larger
- B. Establish more rigid roles for group members
- C. Increase the difficulty of becoming a group member
- D. Physically isolate the group

正解: D

解説:

Group Cohesiveness is the degree to which members are attracted to each other and motivated to stay in the group. When a group is "working in different directions," it lacks the unity and shared purpose characteristic of cohesive teams. To increase cohesiveness, Organizational Behavior literature suggests several specific strategies.

One effective method is to physically isolate the group. By providing the group with its own workspace or isolating them from other units, the members are forced to interact more frequently with one another rather than with outsiders. This increased interaction often leads to a stronger shared identity and a "we-feeling" that helps align their efforts. Other common ways to increase cohesiveness include making the group smaller (not larger, which refutes option C), increasing the time members spend together, and increasing the status of the group or the difficulty of gaining admission. While option A (increasing difficulty of membership) is a valid way to increase cohesiveness, the provided source materials and the context of members "working in different directions" prioritize physical isolation as a primary structural intervention to foster unity. Creating more rigid roles (Option D) might help with clarity but does not necessarily increase the emotional and social attraction (cohesion) between members.

質問 # 31

What is a purpose of employee evaluations?

- A. To educate employees on the personalities of supervisors and help them adjust to management styles
- B. To measure the psychological symptoms of organizational dysfunctionality

- C. To assist management in making human resource decisions
- D. To serve as a screening device for hiring new employees

正解: C

解説:

Performance evaluations serve several vital functions within an organization's management system. The primary purpose is to assist management in making human resource decisions. These decisions include identifying who should receive promotions, who is eligible for salary increases, and who might need to be transferred or even terminated.

Beyond administrative decisions, evaluations provide essential feedback to employees about how the organization views their performance. This feedback acts as a basis for personal development and career planning. Furthermore, evaluations help identify training and development needs by pinpointing specific skill deficiencies that an employee may have. They also provide a criterion against which the organization can validate its selection and development programs; for instance, if employees who scored high on a hiring test perform poorly on their evaluations, the hiring process may need to be adjusted. Therefore, rather than being a psychological diagnostic tool (Option B) or a pre-hiring screen (Option C), the performance evaluation is a retrospective and developmental tool used to manage the existing workforce effectively.

質問 # 32

.....

Organizational-Behavior学習ガイドを深く理解していただくために、当社はお客様向けに試用版を設計しました。当社の製品を購入する前に、当社の学習教材の試用版を提供します。Organizational-Behaviorトレーニング資料を知りたい場合は、当社のWebページから試用版をダウンロードできます。弊社のOrganizational-Behavior学習教材の試用版を使用する場合、弊社の製品は試験に合格して認定を取得するのに非常に役立つことがわかります。Organizational-Behavior試験問題を購入された場合、割引を受けることをお約束します。

Organizational-Behavior専門知識内容: <https://www.it-passports.com/Organizational-Behavior.html>

また、他の多くのお客様と同様に、Organizational-Behavior専門知識内容 - WGU Organizational Behavior (GTO1, C715) 試験に合格する必要があることを確認できます、WGU Organizational-Behavior再テスト IT認定試験に合格するのは難しいと思いますか、当社の専門家チームは、Organizational-Behavior認定トレーニングでOrganizational-Behavior試験を準備するのに20~30時間しかかからない非常に効率的なトレーニングプロセスを設計しました、しかし、当社のOrganizational-Behavior試験問題は合格しました、我々社のOrganizational-Behavior認定試験問題集の合格率は高いのでほとんどの受験生は認定試験に合格するのを保証します、WGU Organizational-Behavior再テストのようにそのような競争的環境で、目立ちますか？

下心はない、全然と心の中で呟きながら、味方みかたをすて、単騎たんきで消きOrganizational-Behaviorえた、また、他の多くのお客様と同様に、WGU Organizational Behavior (GTO1, C715)試験に合格する必要があることを確認できます、IT認定試験に合格するのは難しいと思いますか。

コンプリートOrganizational-Behavior再テスト | 最初の試行で簡単に勉強して試験に合格する & 100% パスレートWGU WGU Organizational Behavior (GTO1, C715)

当社の専門家チームは、Organizational-Behavior認定トレーニングでOrganizational-Behavior試験を準備するのに20~30時間しかかからない非常に効率的なトレーニングプロセスを設計しました、しかし、当社のOrganizational-Behavior試験問題は合格しました、我々社のOrganizational-Behavior認定試験問題集の合格率は高いのでほとんどの受験生は認定試験に合格するのを保証します。

- Organizational-Behavior問題トレーニング □ Organizational-Behavior対策学習 □ Organizational-Behavior資格難易度 □ ➡ www.xhs1991.com □から ➡ Organizational-Behavior □を検索して、試験資料を無料でダウンロードしてくださいOrganizational-Behavior認定試験
- 最短で確実に合格! Organizational-Behavior 試験問題 □ 時間限定無料で使える □ Organizational-Behavior □の試験問題は □ www.goshiken.com □サイトで検索Organizational-Behavior対策学習
- 最短で確実に合格! Organizational-Behavior 試験問題 □ 《 www.passtest.jp 》の無料ダウンロード ✓ Organizational-Behavior □ ✓ □ページが開きますOrganizational-Behavior対策学習
- Organizational-Behavior全真問題集 □ Organizational-Behaviorテストサンプル問題 □ Organizational-Behaviorトレーニング費用 □ ウェブサイト □ www.goshiken.com □から □ Organizational-Behavior □を開いて検索し、無料でダウンロードしてくださいOrganizational-Behavior問題トレーニング
- 有難いOrganizational-Behavior再テスト一回合格-権威のあるOrganizational-Behavior専門知識内容 □ (

