

시험패스에유효한Organizational-Behavior최고품질시험대비자료최신버전자료



2026 Itcertkr 최신 Organizational-Behavior PDF 버전 시험 문제집과 Organizational-Behavior 시험 문제 및 답변 무료 공유:
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WGU인증 Organizational-Behavior시험을 패스하여 자격증을 취득하는게 꿈이라구요? Itcertkr에서 고객님의WGU인증 Organizational-Behavior시험패스꿈을 이루어지게 지켜드립니다. Itcertkr의 WGU인증 Organizational-Behavior덤프는 가장 최신시험에 대비하여 만들어진 공부자료로서 시험패스는 한방에 끝내줍니다.

WGU Organizational-Behavior Exam Syllabus Topics:

Section	Objectives
Ethics and Organizational Responsibility	- Ethical decision making in organizations - Corporate social responsibility
Human Resource and Workplace Behavior	- Recruitment, selection, and onboarding concepts - Performance evaluation and feedback systems
Leadership and Management	- Power, influence, and authority - Leadership styles and theories
Motivation and Performance	- Motivation theories (Maslow, Herzberg, McClelland, Expectancy theory) - Goal setting and performance management
Organizational Structure and Culture	- Organizational culture and change - Organizational design and structure types
Communication and Decision Making	- Organizational communication processes - Decision-making models and biases
Teams and Group Dynamics	- Team formation and development stages - Group decision-making and conflict resolution
Foundations of Organizational Behavior	- Definition and scope of organizational behavior - Work attitudes and job satisfaction - Individual behavior in organizations

>> Organizational-Behavior최고품질 시험대비자료 <<

Organizational-Behavior시험대비 최신 덤프, Organizational-Behavior인기 덤프자료

Itcertkr는 우수한 IT인증시험 공부가이드를 제공하는 전문 사이트인데 업계에서 높은 인지도를 가지고 있습니다. Itcertkr에서는 IT인증시험에 대비한 모든 덤프자료를 제공해드립니다. WGU인증 Organizational-Behavior시험을 준비하고 계시는 분들은Itcertkr의WGU인증 Organizational-Behavior덤프로 시험준비를 해보세요. 놀라운 고득점으로 시험패스를 도와드릴것입니다.시험에서 불합격하면 덤프비용 전액환불을 약속드립니다.

최신 WGU Certification Organizational-Behavior 무료샘플문제 (Q14-Q19):

질문 # 14

What is a personal view of how one is supposed to act in a given group situation?

- A. Role perception
- B. Role conflict
- C. Role identity
- D. Role expectation

정답: A

설명:

In the context of group dynamics, "roles" refer to a set of expected behavior patterns attributed to someone occupying a given position in a social unit. Within this framework, Role Perception is defined as an individual's own view of how he or she is supposed to act in a given situation. We get these perceptions from various stimuli around us- friends, books, movies, or observing how successful colleagues behave.

It is important to distinguish Role Perception from Role Expectations, which are how others believe a person should act in a given situation. For example, a manager might have a role expectation that a supervisor should be stern, but the supervisor's own role perception might be that they should be a supportive mentor. When role perception and role expectation do not align, it can lead to confusion or poor performance. Role Identity refers to the certain attitudes and behaviors consistent with a role, while Role Conflict occurs when an individual finds that compliance with one role requirement may make it difficult to comply with another. Because the question specifically asks for the personal view of behavior, "Role Perception" is the correct technical term.

질문 # 15

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

정답: C

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 # 16

What is one of the six primary characteristics that define an organization's culture?

- A. Political orientation
- B. Aggressiveness
- C. Team orientation
- D. Competitor benchmarking

정답: B

설명:

Research suggests that seven (often grouped into six or seven in various texts) primary characteristics capture the essence of an organization's culture. One of these key characteristics is Aggressiveness, which describes the degree to which people are aggressive and competitive rather than easygoing.

Other characteristics include:

- * Innovation and Risk Taking: The degree to which employees are encouraged to be innovative and take risks.
- * Attention to Detail: The degree to which employees are expected to exhibit precision and analysis.
- * Outcome Orientation: The degree to which management focuses on results rather than techniques and processes.
- * People Orientation: The degree to which management decisions take into account the effect of outcomes on people within the organization.
- * Team Orientation: The degree to which work activities are organized around teams rather than individuals.
- * Stability: The degree to which organizational activities emphasize maintaining the status quo in contrast to growth.

By assessing an organization on these dimensions, a complete picture of its culture emerges, providing a basis for shared understanding among members.

질문 # 17

How can an organization transmit its culture to its employees?

- A. By studying employee gripes and complaints
- B. By influencing the balance of cultural backgrounds of employees
- C. By requiring employees to memorize the mission statement
- **D. By creating and repeating ritualistic activities**

정답: D

설명:

Culture is transmitted to employees in several ways, most notably through stories, rituals, material symbols, and language. Rituals are repetitive sequences of activities that express and reinforce the key values of the organization—what goals are most important, which people are important, and which are expendable. For example, a company might hold an annual awards ceremony that celebrates "risk-taking," thereby reinforcing a culture of innovation more effectively than a written document could.

These ritualistic activities serve as a physical manifestation of the organization's underlying values. While mission statements (Option A) provide a formal overview, they often fail to capture the "lived experience" of the culture. Similarly, while the selection process influences who enters the organization, the transmission of culture happens after hiring through consistent, repeated social practices. By engaging in these rituals, employees internalize the organization's norms and expectations, transforming them from "outsiders" to "insiders" who understand the shared organizational meaning.

질문 # 18

Which option defines organizational culture?

- A. A method of stratifying the organization's target market
- B. A system of unique physical parameters that describes the organization
- C. A human resources department program for recognizing diversity
- **D. A unique system of shared organizational meaning**

정답: D

설명:

Organizational culture is defined as a unique system of shared meaning held by members that distinguishes the organization from other organizations. This system of shared meaning is a set of key characteristics that the organization values. It represents the "common perception" held by the organization's members; even though individuals may have different backgrounds or occupy different levels in the hierarchy, they tend to describe the organization's culture in similar terms.

Culture is the social glue that helps hold the organization together by providing appropriate standards for what employees should say and do. It acts as a boundary-defining element, creates a sense of identity for employees, facilitates commitment to something larger than individual self-interest, and enhances the stability of the social system. While physical parameters (Option A) or HR programs (Option B) may reflect or support the culture, the culture itself is the underlying shared cognitive framework—the "way we do things around here"—that guides employee behavior and shapes their organizational experience.

질문 # 19

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