

WGU Organizational-Behaviorトレーニング費用 & Organizational-Behavior資格取得講座



Topexamあなたは自分の仕事の能力が認められない、またはあなたが長い間昇進していないと不満を言うかもしれません。ただし、Organizational-Behavior試験に合格しようとすると、高収入で良い仕事を見つける可能性が高くなります。そのため、Organizational-Behaviorの質問トレントを購入することをお勧めします。Organizational-Behavior試験の教材を購入して学習すると、試験に合格してより良い仕事を得るための簡単なものであることがわかります。購入前にOrganizational-Behavior試験問題の概要を注意深くお読みください。私たちはあなたに最高のサービスを提供し、あなたが満足することを願っています。

この不安の時代には、誰もが大きなプレッシャーを感じているようです。あなたがより良いなら、あなたはよりリラックスした生活を送るでしょう。Organizational-Behaviorガイド資料を使用すると、作業の効率を高めることができます。他のことにもっと時間をかけることができます。教材を使用すると、最短時間でOrganizational-Behavior試験に合格できます。あなたは他の人よりも高い出発点に立っています。なぜOrganizational-Behaviorの練習問題が選択に値するのですか？ Organizational-Behavior試験問題のデモを無料でダウンロードして、Organizational-Behavior学習教材の利点をご理解いただければ幸いです。

>> WGU Organizational-Behaviorトレーニング費用 <<

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WGUのOrganizational-Behavior試験はIT領域で人気がある重要な試験です。我々はIT領域の人々にショートカットを提供するために、最高のスタディガイドと最高のオンラインサービスを用意して差し上げます。TopexamのWGUのOrganizational-Behavior試験問題集は全ての試験の内容と答案に含まれています。Topexamの模擬テストを利用したら、これはあなたがずっと全力を尽くしてもらいたいもののことが分かって、しかもそれは正に試験の準備をすることを意識します。

WGU Organizational Behavior (GTO1, C715) 認定 Organizational-Behavior試験問題 (Q24-Q29):

質問 # 24

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

- D. Compensatory reward

正解: C

解説:

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.

質問 # 25

Which conflict-resolution techniques might a manager use to control the level of conflict that has become dysfunctional?

- A. Confrontation and smoothing
- B. **Compromise and superordinate goals**
- C. Smoothing and confrontation
- D. Satisfying goals and smoothing

正解: B

解説:

Conflict within an organization can be functional (supporting goals) or dysfunctional (hindering performance). When conflict becomes dysfunctional, managers must use conflict-resolution techniques to bring it back to a manageable or productive level. Two such techniques are Compromise and Superordinate goals.

Compromise involves each party giving up something of value to reach a solution where no one is a clear winner or loser. It is often used when goals are important but not worth the potential disruption of more assertive methods. Superordinate goals involve creating a shared goal that cannot be attained without the cooperation of each of the conflicting parties. By focusing on a higher-level objective, the competing groups or individuals are forced to set aside their differences to achieve a common success. Other techniques include problem-solving (face-to-face meetings), smoothing (playing down differences), and avoidance. Choosing the right technique depends on the nature of the conflict and the desired long-term relationship between the parties. In many organizational settings, shifting the focus to superordinate goals is particularly effective because it aligns individual interests with organizational outcomes.

質問 # 26

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

正解: B

解説:

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.

質問 # 27

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

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

正解: B

解説:

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.

質問 # 28

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

正解: C

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 # 29

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弊社のWGU Organizational-Behavior問題集を使用した後、Organizational-Behavior試験に合格するのはあまりに難しくないと知られます。我々Topexam提供するOrganizational-Behavior問題集を通して、試験に迅速的にパースする技をファンドできます。あなたのご遠慮なく購買するために、弊社は提供する無料のWGU Organizational-

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ていうか、さっきから嵯峨さんの反応おかしくないか、小鬼の影響がないせいか、とても順調にすすんでいる、でも、成功へのショートカットを見つけました、Topexamは多くの認証業界の評判を持っています、私たちのOrganizational-Behavior学習資料は、多くの有効なスキルを学ぶのに役立ちます。

「誠実さと品質」をモットーに、あなたのような大切なお客様にビッグリーグのOrganizational-Behavior試験問題を提供できるように最善を尽くします、オフィスワーカーと母親は仕事や家で非常に忙しいです。

- [illegible]

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