

1. According to the text, there are three levels of OB analysis: individuals, groups, and organizational. T/F Structure have on behavior
2. Organizational Behavior as a discipline shows that Social & behavior Science
 - A. All organizations not only reflect similar processes, but also similarities of purpose.
 - B. No two organizations have anything significant in common. X
 - C. Organizations and their dynamics are subject to the same criticisms. X
 - D. Organizations and their dynamics are subject to understanding.
 - E. None of these are true, based on the research and evidence.
3. Organizational behavior focuses on the organization itself, but not on the groups, individuals and issues, which are a minor and secondary concern. T/ F
4. Which are associated with organizational success and industry dominance?
 - A. Embracing diversity (race, gender, ethnicity, etc.) are the keys to organizational performance and success.
 - B. Organizations, regardless of size, which function the same way and for the same reason as large corporations, tend to be better than their industry counterparts and rivals.
 - C. Neither is true
 - D. Both are true
5. Organizational culture and design have significant impact on how managers in organizations accomplish their work. T/ F

6. Self esteem and self concept are personal issues, and the individual should build himself/herself up before entering the workplace. However, the whole person comes to work, AS IS, regardless of the ideal .Therefore, managers must be mindful that employees, other managers, and they themselves might have issues that affect their performance. T/ F
7. Groups and how their interact
- A. are significant factors and heavily impact how organizations function.
 - B. require their own examination and understanding, as components of organizational behavior as a field of study.
 - C. are the primary causes of both individual self esteem and organizational performance.
 - D. All of the above
 - E. None of the above
8. Individual differences influence values, attitudes, job satisfaction, and tendency to exhibit counterproductive workplace behaviors. T/ F
9. Job satisfaction can be a source of self esteem T/ F
10. Organizational behavior as a field of study includes
- A. role theory and how individuals fit themselves into work roles, and how they adjust the work roles to themselves.
 - B. understanding conflict between individual and organization, individuals and groups, and interpersonal conflict.
 - C. Neither
 - D. Both
11. Many of the concepts in organizational behavior are complex, contradictory and difficult to apply. This is mainly because there are so many concepts and each situation in which they might be used, may have many overlapping and integrated possibilities for using the various concepts. Thus, part of the task of being effective requires selecting the most effective concepts for the situation and blending their use. T/ F
12. A person's needs remain unchanged over his or her lifetime. T/F
13. Which of the following can be used by managers to help understand and improve worker performance?
- A. theories of motivation and human behavior
 - B. economic s, and perhaps, some elements of the sciences
 - C. both
 - D. none

14. Leadership and decision making are critical manager attributes, but unfortunately, they cannot be taught. They are innate, from early adult development, from ethnic culture, or from one's family constellation. Thus, the field of organizational behavior encourages the acquisition of academic credentials, which then serve as a source of capacity when the individual joins the organization. T/F

15. Internal forces for organizational change and increased competitiveness stem from human resource problems, industry technological changes and societal changes. T/F