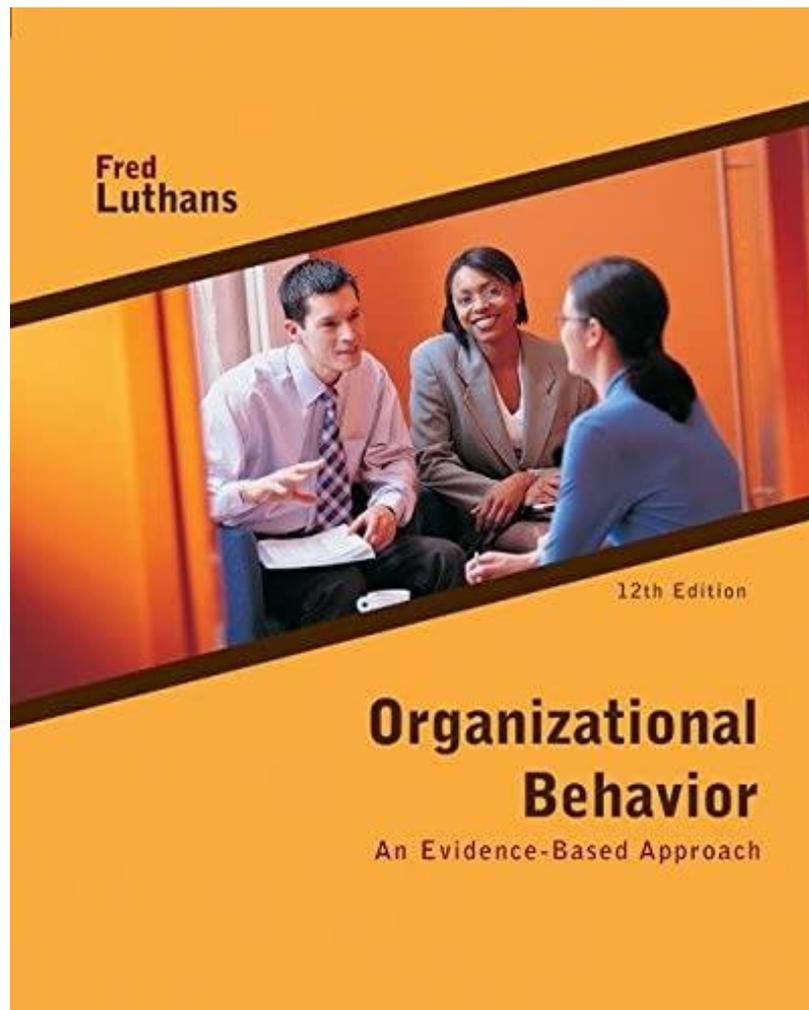


TEST BANK

Organizational Behavior An Evidence-Based Approach, 12 Edition by Fred Luthans



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Table of Content

Chapter 1: Introduction to Organizational Behavior: An Evidence-Based Approach
Chapter 2: Environmental Context: Globalization, Diversity, and Ethics
Chapter 3: Organizational Context: Design and Culture
Chapter 4: Organizational Context: Reward Systems
Chapter 5: Personality, Perception, and Employee Attitudes
Chapter 6: Motivational Needs, Processes, and Applications
Chapter 7: Positive Organizational Behavior and Psychological Capital
Chapter 8: Communication and Decision Making
Chapter 9: Stress and Conflict
Chapter 10: Power and Politics
Chapter 11: Groups and Teams
Chapter 12: Behavioral Performance Management
Chapter 13: Effective Leadership Processes
Chapter 14: Great Leaders: An Evidenced-Based Approach

Introduction to Organizational Behavior: An Evidence-Based Approach

True / False Questions

1. The major challenge and critical competitive advantage for any organization is the human resource of that company.

True False

2. Casey, a relationship manager in a bank creates value for her organization through her networks, connections, and friends. These values can be referred to as "positive psychological capital."

True False

3. Roger, a sales manager for Heust Pvt. Ltd., is impressed with his new sales executive, Tim. According to Roger, Tim is optimistic, can perform well under pressure, and is very confident about what he does. These qualities can be referred to as "positive psychological capital."

True False

4. The problems with human organizations and the solutions over the ages have undergone drastic changes compared to their emphasis and surrounding environmental context.

True False

5. A paradigm establishes only written rules.

True False

6. 'Paradigm shift' refers to the situation in which those in the existing paradigm may not even see the changes that are occurring, and therefore, cannot analyze the changes.

True False

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7. Reasons for considerable resistance to change and difficulty to move from the old management paradigm to the new can be explained by the "paradigm effect."

True False

8. The fact that today's managers are competent in their functional specialization is sufficient to reiterate that most of them paid close attention to the conceptual and human dimensions of their jobs.

True False

9. According to Theory X, if employees were kept happy, they would become high performers.

True False

10. Theory X is the natural choice for most organizations in today's environment.

True False

11. Most of the practicing managers and their organizations cultures believe, fully implement, and consistently adhere to a full-fledged HPWPs approach to management.

True False

12. The movement to not only recognize, but also do something about the "Knowing-Doing Gap" is the movement towards evidence-based management.

True False

13. Most of the "new management practices" are essentially a readapted version of existing "old management truths."

True False

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14. The Hawthorne studies were more a result of planned study than a serendipitous discovery.

True False

15. The Hawthorne effect postulates that the increase in productivity can be attributed to the special attention received by the participants.

True False

16. Behavioral science is almost as old as the physical and biological sciences.

True False

17. According to meta-analysis, if one study shows that a management technique doesn't work and another study shows that it does, an average of those results is the best estimate of how well that management practice works (or doesn't work).

True False

18. The experimental design of research used in organizational behavior is largely borrowed from sociology.

True False

19. The primary aim of any research design, establishing a cause-and-effect relationship, is accomplished through the experimental design.

True False

20. Laboratory studies tend to have better external validity than field studies.

True False

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21. According to Edward Tolman, behavior is reactive, and is directed towards situations.
True False

22. The social cognitive process can be a unifying theoretical framework for both cognition and behaviorism.
True False

23. The behavioristic approach posits that cognitive processes such as thinking, expectancies, and perception exist and are essential to predict and control or manage behavior.
True False

24. The behavioristic approach has been labeled as being mentalistic, while the cognitive approach has been labeled deterministic.
True False

25. Personality characteristics such as conscientiousness can serve as an example for organizational participants.
True False

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26. Which of the following is NOT an important environmental or contextual dimension for organizational behavior?

- A. Leadership
- B. Globalization
- C. Ethics
- D. Diversity

27. Human resource of an organization includes all of the following EXCEPT:

- A. human capital.
- B. social capital.
- C. positive psychological capital.
- D. relations capital.

28. David was recently promoted as the chief marketing officer for Izet Pvt. Ltd. David was chosen because of his remarkable marketing skills and his experience as Vice-President for 15 years in a reputed marketing firm. Which of the following can be attributed as a reason for his promotion?

- A. Physical capital
- B. Human capital
- C. Social capital
- D. Positive psychological capital

29. Ken is hired as a branch manager of a marketing firm only because of his networks with important personalities and his connections with potential clients. Which of the following can he best provide to the organization?

- A. Physical capital
- B. Relation capital
- C. Social capital
- D. Positive psychological capital