

MGMT591 Final Exam Solutions

(Leadership and Organizational Behavior)

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1. (TCO A, B) Define organizational behavior and list the four emotional intelligence competencies that contribute to understanding ourselves and others within the organizational behavior environment. (Points : 10)
2. (TCO D) Referring to the team decision-making process, define consensus and unanimity and explain the difference between the two.(Points : 10)
3. (TCO E, F) Although conflict is usually considered a negative experience to be avoided, it actually has the potential to produce positive organizational outcomes. Please identify three ways in which conflict can be a positive influence. (Points : 10)
4. (TCO G) There are six sources of position power in organizational settings. Identify and define three of these sources. (Points : 10)
5. (TCO H, I, J) The senior executive team at AllGoodThings.com, after a strategy review session with the Board of Directors, has decided that it's time to invest some time and capital in improving the corporate culture.....
6. (TCO C) As a manager you are in a situation where a key employee seems to have lost his excitement about the job. The employee's familiar positive tone and high energy approach to the job and the workplace seem to be on the wane.....
7. (TCO G) The Michigan and Ohio State studies represent seminal research on leadership theory. Both studies identified two basic forms of leader behaviors. What were the similarities in the findings from these two studies and what was the significance of the research? (Points : 30)
8. (TCO A, B) In order to meet organizational goals and objectives management must comprehend organizational behavior in relationship to the functions of management. List and describe the management process functions and describe how the five personality traits contribute to the management process. (Points : 30)
9. (TCO E, F) Neff Incorporated is a small business with 100 employees and 4 managers.
10. (TCO D) Define the concept of social loafing. Why does social loafing occur? Give an example of social loafing and a suggestion for how to prevent it. (Points : 20)

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Mgmt 59final Exam Answers

Julia Schneider



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