Islamic University – Gaza
College of Commerce - Business Administration Department
Organizational Behavior Final Exam
Duration: Two Hours - Monday – 14/6/2010

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Answer the following questions:

First – Decide wither the following statements are true (√) or false (×):

1. ( √ ) Effective managers use their communication skills more than successful managers.
2. ( × ) Perceptual speed is one of the dimensions of intellectual ability.
3. ( √ ) Women analyze decisions more than men.
4. ( √ ) Normative commitment is an obligation to remain with the organization for moral or ethical reasons.
5. ( × ) Personality traits are more dominant determinant than heredity to personality.
6. ( √ ) McGregor’s theory X and Y is supported by empirical evidence.
7. ( √ ) Values differ across cultures.
8. ( √ ) The five-stage model takes into consideration organizational context.
9. ( × ) Intuition is a gut feeling that is necessarily supported by research.
10. ( × ) One of the problems of OB Mod is that it does not always explain complex behaviors that involve thinking and feeling.
11. ( × ) Teams generate positive synergy.
12. ( × ) If consensus is high then the causes of behavior are external.
13. ( √ ) Managers sometimes confuse attitudes because attitudes are highly related.
14. ( √ ) Distributing group rewards based on group effort should prevent social loafing.
15. ( √ ) High conscientiousness people focus on high number of goals.
16. ( √ ) Diversity of members should contribute positively to teams composition.
17. ( √ ) Self concordance help people to be more happier and more successful.
18. ( × ) Independent variables are what the OB researchers want to predict or explain.
19. ( × ) Stereotyping is not always accurate generalization, but it is often useful.
20. ( × ) Conflict regardless of its level is always positive to teams.
21. ( × ) A statement such as it is “our” success but “their” failure is an evidence of self-serving bias.
22. ( × ) Damaging firm property is a deviant workplace behavior.
23. ( √ ) Intellectual abilities structures and measures vary across cultures.
24. ( × ) Role perception is certain attitudes and behaviors consistent with a role
25. ( × ) Pay influences job satisfaction to a great extent.
26. ( × ) According to Alderfer people move in hierarchical order to satisfy their needs.
27. ( √ ) High open people are more effective leaders.
28. ( × ) According to goal setting theory moderate goals, with self-generated feedback, lead to higher performance.
29. ( × ) Machiavellian people are less effective in their jobs.
30. ( × ) Countries with low tolerances for ambiguity is ideal environment for self managed teams.
Second – Define the following:

1. Personality traits:

2. Performance expectations:

3. Need for power:

4. Friendship group:

5. Virtual teams:
Third – What are the differences between the following?

1. High agreeable people | Low agreeable people

2. Hallo effect | Contrast effect

3. Distributive justice | Procedural justice

4. Group think | Group shift

5. Problem solving teams | Cross functional teams
Fourth – Mention the related points:

1. Myers-Briggs indicator characteristics:
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2. Decision making organizational constraints:
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3. Referent comparisons options:
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4. Reasons for people to join groups:
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5. Context / success factors:
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Fifth – Answer in short any six questions:

1. Explain personality - job fit theory.

2. Explain decision making approaches.

3. Explain self efficacy theory. Also, how to increase self efficacy.
4. Explain the differences between the five stage model and punctuated-equilibrium model of group development.

5. Explain elements of work design to create effective teams.

6. What is status characteristics theory? What are different forms of status effect?
7. What is expectancy theory? Draw a chart explaining different stages of the expectancy theory.

8. What are the three ethical decision criteria? What its impact on decision maker?
Only for students who have 100 mark exam decision

What is psychological empowerment?

What is cognitive dissonance?

What is cognitive component of attitudes?

What are the differences between single global rating and Summation score?

How personality influences job satisfaction?

What is the relation between satisfaction and performance?

"Best Wishes"