

# Organizational Behavior: Final Exam Study Guide + Practice Questions 2023-2024

T/F: Job satisfaction is a positive form of work evaluation - False

T/F: The 'Big 5' Personality types (OCEAN) represent 5 personality clusters? - True

T/F: Conscientiousness is one of the best indicators of job performance - True

T/F: A high power distance equals power sharing - False

T/F: Distributive Justice Ethic System state that similar cases deserve similar treatment.  
- True

T/F: Stereotyping is an extension of social identity - True

T/F: The fundamental attribution theory would lead you to believe that if someone is always late, it is beyond their control - False.  
-FAE suggests we attribute our own errors to external factors, and other people's actions to internal factors.

T/F: Tacit Knowledge is best learned from a formal classroom structure - False.  
-You need to learn tacit knowledge through application. You can't learn how to drive a car by reading about it.

T/F: Emotional Intelligence is a set of abilities - True

T/F: The EVLN model says that people engage in 'voice' to constructively recommend solutions to their dissatisfactions. - True

T/F: Values are relatively stable - True

What is reported by several studies as the most important leadership characteristic? - Integrity: Truthfulness and consistency of words and actions.

Other Leadership Characteristics: IS LIKED

-Integrity, Self-Confidence, Leadership Motivation, Intelligence, Knowledge of business, emotional intelligence, and drive.

Which leadership perspectives explicitly considers task and people oriented styles? - Both Behavioral leadership and Path Goal Leadership

# Organizational Behavior Robbins Final Exam Answers

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