

What Is Organizational Behavior?

Worksheet

Organizational behavior is the interdisciplinary field examining how people behave in organizations - covering culture, motivation, groups, conflict, leadership, and change management.

Questions

1. Organizational behavior focuses on

- A) only individual psychology
- B) only financial metrics
- C) how people act in organizations
- D) only leadership

2. Group dynamics in OB includes

- A) only motivation
- B) team formation and communication
- C) only conflict
- D) individual personality only

3. Organizational culture is

- A) just the company mission
- B) shared values, beliefs, and norms
- C) only management decisions
- D) irrelevant to performance

4. OB helps explain why

- A) budgets are high
- B) two similar teams perform differently
- C) salaries are identical
- D) technology advances

5. Why do some companies have high turnover despite good pay?

6. A new manager changes the communication style from top-down to open forums. What OB concept is this?

7. Why do some teams perform better than others with the same resources?

8. Define: What is organizational behavior?

9. Define: Key OB topics?

10. Define: Why study OB?

Answer Key

1. C) how people act in organizations - OB covers individuals, groups, and organizational systems.
2. B) team formation and communication - Group dynamics examines team cohesion, norms, and communication.
3. B) shared values, beliefs, and norms - Culture is the shared identity that shapes how people behave.
4. B) two similar teams perform differently - People factors - dynamics, culture, leadership - drive performance gaps.
5. Organizational behavior factors: workplace culture, leadership quality, team dynamics, and growth opportunity matter. Pay alone doesn't capture job satisfaction (hygiene factor, not motivator). Poor culture, toxic management, or isolation drives people away.
6. This touches group dynamics, organizational culture, and leadership. Changing power structure and communication affects team cohesion, psychological safety, and information flow. It's organizational design and change management.
7. OB factors: team norms, psychological safety, shared goals, conflict resolution, and leader trust. People dynamics - motivation, communication, cohesion - outweigh resources in many cases. Investigating group dynamics and culture reveals the gap.
8. The study of how people behave in organizations - covering individual, group, and organizational levels.
9. Culture, motivation, group dynamics, leadership, conflict, change management, organizational design.
10. To improve workplace effectiveness, employee engagement, and organizational performance.

Bounlu

All cards, step-by-step solutions and an AI tutor are in the Notek app.
Promy turns exam dates into automatic reminders.