

Organizational Culture

Read the material on ("Organizational Culture") answer these questions; and watch the accompanying quiz video for instructor clarification. For further resources reach out to instructors at oh@wgu.edu. Note, this is not an assignment; these resources are only for you to use as needed to prepare for your assessment.

This is the only section of the 4th competency (Organizational Culture) in the course. Competency 5 (Leadership) is next.

- 1) A strong culture should reduce employee turnover, because it results in _____.
- a) a highly centralized organization
 - b) cohesiveness and organizational commitment
 - c) a highly formalized organization
 - d) an outcome-oriented organization

Answer: B

- 2) Culture is most likely to be a liability when _____.
- a) the organization's environment is dynamic
 - b) the organization's management is highly efficient
 - c) the organization is highly centralized
 - d) the organization scores low on the degree of formalization

Answer: A

Notes: Cultures are a liability when they are dysfunctional or there is an absence of shared values. Dynamic companies can be dysfunctional because they are trying to change or currently changing, which means their culture isn't solid and anchoring.

- 3) Top management has a major impact on the organization's culture by _____.
- a) establishing norms that filter down through the organization
 - b) ensuring a proper match of personal and organizational values
 - c) socializing new applicants in the pre-hiring phase
 - d) properly rewarding employees' initiatives

Answer: A

- 4) When you start to accept the differences between your expectations and the reality of the organization, you move into the _____ stage of socialization.
- a) Pre-arrival

Multiple Choice Question Of Organizational Behavior

Loren W. Kuzuhara



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Table of Contents Multiple Choice Question Of Organizational Behavior

1. Understanding the eBook Multiple Choice Question Of Organizational Behavior
 - The Rise of Digital Reading Multiple Choice Question Of Organizational Behavior
 - Advantages of eBooks Over Traditional Books
2. Identifying Multiple Choice Question Of Organizational Behavior
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Multiple Choice Question Of Organizational Behavior
 - User-Friendly Interface
4. Exploring eBook Recommendations from Multiple Choice Question Of Organizational Behavior
 - Personalized Recommendations

- Multiple Choice Question Of Organizational Behavior User Reviews and Ratings
- Multiple Choice Question Of Organizational Behavior and Bestseller Lists
- 5. Accessing Multiple Choice Question Of Organizational Behavior Free and Paid eBooks
 - Multiple Choice Question Of Organizational Behavior Public Domain eBooks
 - Multiple Choice Question Of Organizational Behavior eBook Subscription Services
 - Multiple Choice Question Of Organizational Behavior Budget-Friendly Options
- 6. Navigating Multiple Choice Question Of Organizational Behavior eBook Formats
 - ePub, PDF, MOBI, and More
 - Multiple Choice Question Of Organizational Behavior Compatibility with Devices
 - Multiple Choice Question Of Organizational Behavior Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Multiple Choice Question Of Organizational Behavior
 - Highlighting and Note-Taking Multiple Choice Question Of Organizational Behavior
 - Interactive Elements Multiple Choice Question Of Organizational Behavior
- 8. Staying Engaged with Multiple Choice Question Of Organizational Behavior
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Multiple Choice Question Of Organizational Behavior
- 9. Balancing eBooks and Physical Books Multiple Choice Question Of Organizational Behavior
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Multiple Choice Question Of Organizational Behavior
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Multiple Choice Question Of Organizational Behavior
 - Setting Reading Goals Multiple Choice Question Of Organizational Behavior
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Multiple Choice Question Of Organizational Behavior
 - Fact-Checking eBook Content of Multiple Choice Question Of Organizational Behavior

- Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
- 14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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