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## 練習題

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**Exam : Organizational Behaviors  
and Leadership**

**Title : WGU Organizational  
Behaviors and Leadership  
(IBC1)**

**Version : DEMO**

1.What are primary factors that differentiate virtual teams from face-to-face teams? Choose 1 answer

- A. Reduce paraverbal cues and create more frequent social context
- B. Reduce telecommunications costs and increase paraverbal cues
- C. Improve employee satisfaction and create more frequent social context
- D. Overcome time and space constraints and create limited social context

**Answer: D**

2.Which option defines organizational culture? Choose 1 answer

- A. A diverse cultural subset working together to strengthen impact
- B. A shared system of meanings that is unique to the organization
- C. An organizational segmentation according to cultural background
- D. A human resources department program for recognizing diversity

**Answer: B**

3.Which approach might be used to mentor a less-experienced employee? Choose 1 answer

- A. Coaching and threatening
- B. Refereeing and counseling
- C. Counseling and sponsorship
- D. Threatening and sponsorship

**Answer: C**

4.A company switched from assembly lines to self-managed work teams.

What can team members do to improve the synergy and success of their teams? Select one.

- A. Assign individual roles rather than mutual team roles
- B. Evaluate each other's performance
- C. Change work group roles at random
- D. Share information but not engage in collective performance goals

**Answer: B**

**Explanation:**

In self-managed work teams, members take on greater responsibility for their work and each other's performance. Evaluating each other's performance can enhance accountability, provide constructive feedback, and help identify areas for improvement. This approach encourages team members to support each other's development and fosters a culture of continuous improvement, thereby improving synergy and overall team success.

5.Recognize how workplace politics influence behavior within an organization.

How do employees often respond when feeling threatened by organizational politics? Choose 1 answer

- A. With defensive behaviors
- B. With proactive behaviors
- C. With high performance pressures
- D. With organizational investment

**Answer: A**