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37	A	B	C	D	E
38	A	B	C	D	E
39	A	B	C	D	E

PRACTICE QUESTIONS

DANTES Eligible Military Service Member (DSST)

SN531

Organizational Behavior

EDITION

Demo

QUESTIONS

9

FORMAT

Limited Edition PDF

Before you begin

What this is

9 practice questions for DANTES Eligible Military Service Member (DSST) SN531 , each with its answer key and an explanation. Answer a question before you read its key — the explanation is worth more once you have committed.

If something looks wrong

Send us three things and we will check it:

- the exam code, SN531
- the question number
- the email address on your order

Write to **support@mometrix.net**. We reply within one business day.

QUESTION 1

MULTIPLE CHOICE

Which of the following are components of the three-needs theory of motivation? (Choose three.)

- ☒ **A** Need for achievement
- ☒ **B** Need for power
- ☒ **C** Need for affiliation
- ☐ **D** Need for self-actualization
- ☐ **E** Need for esteem

ANSWER A · B · C

WHY David McClelland's three-needs (acquired-needs) theory identifies the need for achievement, the need for power, and the need for affiliation as its three core components. Self-actualization and esteem belong to Maslow's hierarchy of needs, not McClelland's theory.

QUESTION 2

MULTIPLE CHOICE

Which of the following are recognized stages of group development in the forming–storming–norming–performing model? (Choose two.)

- ☒ **A** Performing
- ☐ **B** Conforming
- ☒ **C** Adjourning
- ☐ **D** Leading
- ☐ **E** Punishing

ANSWER A · C

WHY Tuckman's forming–storming–norming–performing model is sometimes extended to include adjourning, the stage when a group disbands after completing its task. 'Performing' is a core stage, and 'adjourning' is the widely taught fifth stage. 'Conforming', 'leading', and 'punishing' are not stages in this model.

QUESTION 3

SINGLE CHOICE

According to the Big Five personality model, which trait reflects a person's tendency to be organized, responsible, and dependable?

- ☐ A Openness
- ☒ B Conscientiousness
- ☐ C Extraversion
- ☐ D Agreeableness

ANSWER B

WHY Conscientiousness is the Big Five trait associated with self-discipline, organization, responsibility, and dependability. Openness relates to curiosity and creativity, extraversion to sociability, and agreeableness to cooperativeness.

QUESTION 4

SINGLE CHOICE

Maslow's hierarchy of needs places which of the following needs at the highest level?

- ☐ A Physiological needs
- ☐ B Safety needs
- ☐ C Esteem needs
- ☒ D Self-actualization

ANSWER D

WHY Maslow's hierarchy is typically drawn as a five-level pyramid with self-actualization at the top, followed by esteem, social/belonging, safety, and physiological needs at the base.

QUESTION 5

SINGLE CHOICE

Which leadership style described in the contingency literature involves a leader who exhibits both high task behavior and high relationship behavior?

- ☐ A Telling (S1)
- ☒ B Selling (S2)
- ☐ C Participating (S3)
- ☐ D Delegating (S4)

ANSWER B

WHY In the Situational Leadership model by Hersey and Blanchard, the 'Selling' (S2) style combines high task behavior with high relationship behavior; the leader provides direction but also explains decisions and encourages two-way communication.

QUESTION 6

SINGLE CHOICE

An organization that groups employees by the type of work they perform (such as marketing, finance, and production) is using which type of structure?

- ☒ A Functional structure
- ☐ B Divisional structure
- ☐ C Matrix structure
- ☐ D Network structure

ANSWER A

WHY A functional structure groups people by specialized business functions such as marketing, finance, or production. A divisional structure groups by product, customer, or geographic area; a matrix uses dual reporting lines; and a network structure relies on internal and external partners.

QUESTION 7

SINGLE CHOICE

Expectancy theory of motivation holds that motivation is a function of which three beliefs?

- ☒ **A** Effort–performance, performance–reward, and reward–personal goals
- ☐ **B** Valence, instrumentality, and hygiene
- ☐ **C** Equity, fairness, and justice
- ☐ **D** Drive, cue, and reward

ANSWER A

WHY Vroom's expectancy theory defines motivation as a product of expectancy (effort leads to performance), instrumentality (performance leads to a reward), and valence (the reward's value to the individual). Hygiene belongs to Herzberg's two-factor theory, and drive/cue/reward comes from early drive theory.

QUESTION 8

SINGLE CHOICE

In the conflict-resolution process, which technique involves attempting to find a mutually acceptable solution that partially satisfies both parties?

- ☐ **A** Avoiding
- ☐ **B** Competing
- ☒ **C** Compromising
- ☐ **D** Collaborating

ANSWER C

WHY The Thomas–Kilmann conflict modes identify compromising as a middle-ground approach in which each party gives up something to reach a mutually acceptable, but only partially satisfying, resolution. Collaborating seeks a fully win–win solution, while avoiding and competing are less cooperative styles.

QUESTION 9

SINGLE CHOICE

Edgar Schein described organizational culture as existing at three levels. Which level is the most visible to outside observers?

- ☐ A Basic underlying assumptions
- ☐ B Espoused values
- ☒ C Artifacts
- ☐ D Shared mental models

ANSWER C

WHY Schein's three levels are artifacts (visible behaviors, structures, and symbols), espoused values (stated beliefs and strategies), and basic underlying assumptions (deep, taken-for-granted beliefs). Artifacts are the most visible, while basic assumptions are the deepest and least visible.