# TEXAS A&M UNIVERSITY (TAMU) MGMT363 MANAGING PEOPLE IN ORGANIZATIONS EXAM 1 PRACTICE EXAM (SAMPLE)

## STUDY GUIDE




## SAMPLE STUDY GUIDE WITH LIMITED QUESTIONS

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# Introduction

Preparing for a certification exam can feel overwhelming, but with the right tools, it becomes an opportunity to build confidence, sharpen your skills, and move one step closer to your goals. At Examzify, we believe that effective exam preparation isn't just about memorization, it's about understanding the material, identifying knowledge gaps, and building the test-taking strategies that lead to success.

This guide was designed to help you do exactly that.

Whether you're preparing for a licensing exam, professional certification, or entry-level qualification, this book offers structured practice to reinforce key concepts. You'll find a wide range of multiple-choice questions, each followed by clear explanations to help you understand not just the right answer, but why it's correct.

The content in this guide is based on real-world exam objectives and aligned with the types of questions and topics commonly found on official tests. It's ideal for learners who want to:

- Practice answering questions under realistic conditions,
- Improve accuracy and speed,
- Review explanations to strengthen weak areas, and
- Approach the exam with greater confidence.

We recommend using this book not as a stand-alone study tool, but alongside other resources like flashcards, textbooks, or hands-on training. For best results, we recommend working through each question, reflecting on the explanation provided, and revisiting the topics that challenge you most.

Remember: successful test preparation isn't about getting every question right the first time, it's about learning from your mistakes and improving over time. Stay focused, trust the process, and know that every page you turn brings you closer to success.

Let's begin.

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# How to Use This Guide

This guide is designed to help you study more effectively and approach your exam with confidence. Whether you're reviewing for the first time or doing a final refresh, here's how to get the most out of your Examzify study guide:

### 1. Start with a Diagnostic Review

Skim through the questions to get a sense of what you know and what you need to focus on. Your goal is to identify knowledge gaps early.

### 2. Study in Short, Focused Sessions

Break your study time into manageable blocks (e.g. 30 – 45 minutes). Review a handful of questions, reflect on the explanations.

### 3. Learn from the Explanations

After answering a question, always read the explanation, even if you got it right. It reinforces key points, corrects misunderstandings, and teaches subtle distinctions between similar answers.

### 4. Track Your Progress

Use bookmarks or notes (if reading digitally) to mark difficult questions. Revisit these regularly and track improvements over time.

### 5. Simulate the Real Exam

Once you're comfortable, try taking a full set of questions without pausing. Set a timer and simulate test-day conditions to build confidence and time management skills.

### 6. Repeat and Review

Don't just study once, repetition builds retention. Re-attempt questions after a few days and revisit explanations to reinforce learning. Pair this guide with other Examzify tools like flashcards, and digital practice tests to strengthen your preparation across formats.

There's no single right way to study, but consistent, thoughtful effort always wins. Use this guide flexibly, adapt the tips above to fit your pace and learning style. You've got this!

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# Questions

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1. **In the method of knowing through experience, what is the primary basis for belief?**

   A. It is validated by scientific evidence

   B. It aligns with personal experiences

   C. It is dictated by authority figures

   D. It is universally accepted as true

2. **What is the term for the intentional disadvantage of other individuals in a workplace setting?**

   A. Theft

   B. Political Deviance

   C. Gossiping

   D. Incivility

3. **What describes the desire to remain with an organization due to a feeling of obligation?**

   A. Affective Commitment

   B. Normative Commitment

   C. Continuance Commitment

   D. Embeddedness

4. **What type of emotions are typically involved in emotional contagion?**

   A. Only negative emotions

   B. Both positive and negative emotions

   C. Primarily neutral emotions

   D. Only positive emotions

5. **What concept encapsulates the various elements that can influence an employee's desire to stay with the organization?**

   A. Focus of Commitment

   B. Job Satisfaction

   C. Employee Engagement

   D. Organizational Culture

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**6. What reflects the cognitive, emotional, and physical capabilities of employees in an organization?**

A. Job roles

B. Skills and competencies

C. Ability

D. Performance metrics

**7. What are the two main components of job satisfaction?**

A. Pay and benefits

B. Affect and cognition

C. Work environment and culture

D. Job security and advancement

**8. What performance review system assesses employees against specific behavioral anchors?**

A. 360-degree feedback

B. Behaviorally anchored rating scale (BARS)

C. Management by objective (MBO)

D. Forced ranking

**9. Which aspect of job satisfaction relates to feelings about compensation?**

A. Promotion

B. Co-worker satisfaction

C. Work tasks

D. Pay

**10. What type of employees are referred to as 'stars'?**

A. High commitment, high performance

B. Low commitment, high performance

C. High commitment, low performance

D. Low commitment, low performance

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# Answers

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1. B
2. B
3. B
4. B
5. A
6. C
7. B
8. B
9. D
10. A

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# Explanations

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## 1. In the method of knowing through experience, what is the primary basis for belief?

A. It is validated by scientific evidence

B. It aligns with personal experiences

C. It is dictated by authority figures

D. It is universally accepted as true

*The primary basis for belief in the method of knowing through experience is rooted in personal experiences. This approach emphasizes the individual's own encounters and observations as the foundation for understanding and knowledge. Personal experiences shape beliefs by providing firsthand insights and reflections that are unique to each individual, often leading to a deeper and more subjective comprehension of various situations. Unlike reliance on scientific evidence, which requires empirical validation and often involves broader, population-based studies, the method of knowing through experience is inherently personal and situational. An individual may draw conclusions based on what has distinctly occurred in their life, influencing their decisions and viewpoints. This method can also differ significantly from beliefs that stem from authority figures or are presumed to be universally accepted, as it honors the subjective nature of personal anecdotes over external input.*

## 2. What is the term for the intentional disadvantage of other individuals in a workplace setting?

A. Theft

B. Political Deviance

C. Gossiping

D. Incivility

*The term that describes the intentional disadvantage of other individuals in a workplace setting is political deviance. This concept refers to behaviors that undermine others in the organization, often for personal gain or to increase one's own standing. Political deviance can manifest in various ways, such as sabotaging colleagues' work, spreading rumors, or engaging in favoritism, all of which create a toxic work environment and disrupt team dynamics. This term is distinct from options that imply different types of negative behavior. For instance, theft refers specifically to the act of unlawfully taking someone else's property. Gossiping involves sharing unverified information about others, which can harm reputations but is not necessarily predicated on a desire to disadvantage someone intentionally. Incivility encompasses rude or disrespectful interactions that do not necessarily have malevolent intent but can still negatively impact workplace relationships. Political deviance, however, is explicitly about strategically disadvantaging others to gain an advantage, making it the correct choice here.*

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## 3. What describes the desire to remain with an organization due to a feeling of obligation?

A. Affective Commitment

B. Normative Commitment

C. Continuance Commitment

D. Embeddedness

*The correct choice emphasizes the feeling of obligation that ties an individual to their organization. Normative commitment reflects the employee's sense of duty to stay with their employer, often driven by personal values, social norms, or the belief that one should remain loyal to the organization, particularly when it has invested in the employee's development or well-being. This type of commitment often stems from an emotional connection that compels individuals to fulfill perceived responsibilities, even in the absence of strong emotional ties or ongoing benefits from their employment. Affective commitment relates more to an emotional attachment and identification with the organization. Continuance commitment involves a calculation of the costs associated with leaving an organization, such as lost benefits or seniority, while embeddedness refers to a multidimensional construct capturing how well an employee is integrated within their work and non-work domains. All these concepts highlight different aspects of organizational attachment, but normative commitment specifically focuses on the obligation felt towards the organization.*

## 4. What type of emotions are typically involved in emotional contagion?

A. Only negative emotions

B. Both positive and negative emotions

C. Primarily neutral emotions

D. Only positive emotions

*Emotional contagion refers to the phenomenon where individuals mimic and adopt the emotions of those around them, often leading to a shared emotional experience among a group or team. This process can involve a wide range of feelings, which explains why both positive and negative emotions are typically involved. When people encounter someone expressing joy, excitement, or enthusiasm, they are likely to share in that happiness, leading to uplifting and motivating social interactions. Conversely, if an individual is expressing sadness, frustration, or anger, those feelings can also spread to others, resulting in a collective experience of these negative emotions. This dynamic interplay shows that emotional contagion is not limited to just one type of feeling; instead, it encompasses the full spectrum of human emotions, affecting interpersonal relationships and group dynamics in diverse ways. Therefore, acknowledging the presence of both positive and negative emotions in this context is essential for understanding the impacts of emotional contagion in organizational settings.*

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## 5. What concept encapsulates the various elements that can influence an employee's desire to stay with the organization?

A. Focus of Commitment

B. Job Satisfaction

C. Employee Engagement

D. Organizational Culture

*The concept that encapsulates the various elements influencing an employee's desire to stay with the organization is known as "Focus of Commitment." This term refers to the various attachments an employee may have to their organization, including emotional attachment, commitment to specific teams, or alignments with the organization's values and goals. It emphasizes the psychological and emotional connection an employee feels toward the organization, which can significantly affect their decision to remain with or leave the organization. Understanding this concept helps organizations identify what drives retention and how to foster a sense of belonging among their employees. For instance, if employees feel a strong connection to their organizational values or a commitment to their teammates, they are more likely to stay, which highlights the importance of fostering a supportive and aligned workplace. Job Satisfaction pertains more specifically to how content an employee is with their job and its elements, rather than the broader commitment to stay with the organization. Employee Engagement reflects the level of enthusiasm and emotional investment an employee has toward their work, which, while related, does not fully encompass the reasons behind an employee's decision to remain with the organization. Lastly, Organizational Culture describes the shared values, norms, and practices within an organization but does not specifically address individual employee commitment levels. Understanding these distinctions is key to grasp*

## 6. What reflects the cognitive, emotional, and physical capabilities of employees in an organization?

A. Job roles

B. Skills and competencies

C. Ability

D. Performance metrics

*The term that best reflects the cognitive, emotional, and physical capabilities of employees in an organization is the concept of ability. Ability encompasses a range of attributes, including intelligence, emotional intelligence, physical skill, and overall capability to perform various tasks within a job role. This broad definition captures not just specific skills, but also the innate qualities and potential of an individual that influence their capacity to understand, adapt, and respond to different work scenarios. In contrast, while skills and competencies refer specifically to the learned abilities and knowledge that an employee has gained over time, they do not fully encompass the underlying cognitive and emotional capabilities. Job roles define the functions and responsibilities assigned to employees, but they do not reflect the individual attributes that enable a person to perform effectively. Performance metrics serve as measurements of how well individuals or teams are achieving outcomes and can indicate the effectiveness of their abilities, but they do not directly pertain to the capabilities themselves. Therefore, ability stands out as the most comprehensive term to describe the various dimensions of what employees bring to an organization.*

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## 7. What are the two main components of job satisfaction?

A. Pay and benefits

B. Affect and cognition

C. Work environment and culture

D. Job security and advancement

*The two main components of job satisfaction are affect and cognition. This distinction is critical in understanding how employees evaluate their work experiences. Affect refers to the emotional responses that individuals have towards their job; these are feelings such as happiness, contentment, or frustration that arise from their work environment and experiences. On the other hand, cognition deals with the beliefs and evaluations that employees hold about their job. This includes their thoughts on the importance of their work, their perception of their role in the organization, and the fairness of workplace policies. By focusing on affect and cognition, we capture the full range of employees' experiences and evaluations regarding their jobs. This comprehensive understanding allows organizations to implement strategies that enhance both the emotional and cognitive aspects of job satisfaction, leading to improved employee engagement and productivity.*

## 8. What performance review system assesses employees against specific behavioral anchors?

A. 360-degree feedback

B. Behaviorally anchored rating scale (BARS)

C. Management by objective (MBO)

D. Forced ranking

*The performance review system that assesses employees against specific behavioral anchors is the Behaviorally Anchored Rating Scale, or BARS. This method combines quantitative and qualitative assessments to provide a more nuanced view of an employee's performance. BARS is structured by defining specific behaviors that exemplify various levels of performance for each job function. These behaviors serve as anchors, allowing raters to evaluate employees on a scale that reflects how closely their performance aligns with these defined behaviors. This approach enhances objectivity in the evaluation process, as it reduces ambiguity associated with general performance descriptors by providing concrete examples of behavior that correspond to different performance levels. This system is particularly effective because it helps ensure that evaluations are based on observable behaviors rather than subjective impressions. Consequently, this method increases the reliability and validity of performance evaluations, making it a preferred choice in contexts where clear performance standards are necessary.*

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## 9. Which aspect of job satisfaction relates to feelings about compensation?

A. Promotion

B. Co-worker satisfaction

C. Work tasks

D. Pay

*The aspect of job satisfaction that relates to feelings about compensation is pay. Pay directly refers to the financial compensation an employee receives for their work, which is a crucial factor influencing overall job satisfaction. When employees feel that their pay is fair and reflective of their contributions, they are likely to experience higher levels of satisfaction. Conversely, dissatisfaction with pay can lead to feelings of undervalue and resentment, negatively impacting overall morale and productivity. In comparison, promotion involves opportunities for career advancement and growth, which can influence job satisfaction but does not directly pertain to compensation. Co-worker satisfaction focuses on relationships with colleagues and the work environment rather than monetary factors. Work tasks refer to the nature and challenge of the job itself, including how engaging or fulfilling those tasks are, but again does not specifically address financial compensation. Thus, the correct answer clearly relates the most directly to feelings surrounding compensation.*

## 10. What type of employees are referred to as 'stars'?

A. High commitment, high performance

B. Low commitment, high performance

C. High commitment, low performance

D. Low commitment, low performance

*'Stars' are characterized as employees who exhibit both high commitment and high performance. This designation is significant because individuals in this category are not only productive and effective in their roles, but they also demonstrate strong loyalty and engagement with the organization. Their commitment often translates to proactive behavior, contributing positively to the company culture and driving collective success. These employees are typically seen as valuable assets, as they are likely to go above and beyond in their duties, embrace challenges, and inspire their colleagues by setting a high standard. Their dual attributes of commitment and performance make them crucial for achieving organizational objectives and fostering innovation and growth within the company. The understanding of 'stars' highlights the importance of recognizing and nurturing such individuals, as they play a key role in the overall success of an organization.*

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# Next Steps

Congratulations on reaching the final section of this guide. You've taken a meaningful step toward passing your certification exam and advancing your career.

As you continue preparing, remember that consistent practice, review, and self-reflection are key to success. Make time to revisit difficult topics, simulate exam conditions, and track your progress along the way.

If you need help, have suggestions, or want to share feedback, we'd love to hear from you. Reach out to our team at hello@examzify.com.

Or visit your dedicated course page for more study tools and resources:

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We wish you the very best on your exam journey. You've got this!

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