

UNIVERSITY OF CENTRAL FLORIDA (UCF) MAN 3025 MANAGEMENT OF ORGANIZATIONS EXAM 1 PRACTICE (SAMPLE)

STUDY GUIDE



SAMPLE STUDY GUIDE WITH LIMITED QUESTIONS

**VISIT US ONLINE FOR
THE FULL VERSION STUDY GUIDE**

<https://ucf-man3025exam1.examzify.com>



Copyright © 2026 by Examzify - A Kaluba Technologies Inc. product.

ALL RIGHTS RESERVED.

No part of this book may be reproduced or transferred in any form or by any means, graphic, electronic, or mechanical, including photocopying, recording, web distribution, taping, or by any information storage retrieval system, without the written permission of the author.

Notice: Examzify makes every reasonable effort to obtain accurate, complete, and timely information about this product from reliable sources.

SAMPLE

Table of Contents

Copyright	1
Table of Contents	2
Introduction	3
How to Use This Guide	4
Questions	5
Answers	8
Explanations	10
Next Steps	15

SAMPLE

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.

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!

Questions

SAMPLE

- 1. Which of the following is a perceptual grouping principle?**
 - A. Depth
 - B. Brightness
 - C. Similarity
 - D. Contrast

- 2. Which concept is a person's sense of fair treatment as it relates to the communication process?**
 - A. Procedural Justice
 - B. Informational Justice
 - C. Interactional Justice
 - D. Distributive Justice

- 3. What is perceptual organization?**
 - A. The process of grouping environmental stimuli into recognizable patterns.
 - B. The process of detecting a stimulus.
 - C. The memory encoding of stimuli.
 - D. The evaluation of stimuli for relevance.

- 4. In Maslow's Needs Theory, people are motivated to first satisfy _____ needs.**
 - A. Love/Belonging
 - B. Physiological
 - C. Safety
 - D. Esteem

- 5. Which decisional role focuses on negotiating with others to reach agreements?**
 - A. Entrepreneur
 - B. Disturbance Handler
 - C. Resource Allocator
 - D. Negotiator

- 6. An organization that exchanges information with its environment is described as a**
- A. Open System
 - B. Closed System
 - C. Dynamic System
 - D. Isolated System
- 7. Stereotyping is best described as...**
- A. Categorizing others by few traits and assuming more based on category
 - B. Discrimination based on race
 - C. The tendency to notice only unique features
 - D. The process of perception of novelty
- 8. Satisfaction in the workplace is defined as?**
- A. A measure of happiness only
 - B. Condition of need fulfillment
 - C. A financial audit process
 - D. A method of product testing
- 9. Self-concept is defined as**
- A. Our self-concept is a collection of attitudes, values and beliefs we have acquired about ourselves.
 - B. Self-efficacy refers to belief in one's capability to perform a specific task.
 - C. Attitudes are the positive or negative feelings toward an object.
 - D. Emotions are physiological reactions.
- 10. Which of the following is NOT one of Fayol's five duties?**
- A. Foresight
 - B. Command
 - C. Motivation
 - D. Organization

Answers

SAMPLE

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

SAMPLE

Explanations

SAMPLE

1. Which of the following is a perceptual grouping principle?

- A. Depth
- B. Brightness
- C. Similarity
- D. Contrast

Perceptual grouping describes how the mind organizes visual input into meaningful units. Similarity is the best example of this because when elements share visual features—such as color, shape, or texture—the brain tends to group them together as a single unit. This happens even if they're arranged separately, creating coherent patterns rather than scattered items. Depth relates to distance and 3D structure, helping us judge how far things are, but it's a cue for spatial understanding rather than a rule for grouping elements into one perceptual unit. Brightness affects how noticeable something is, not how items are grouped together. Contrast highlights differences between elements, which often helps distinguish items rather than fuse similar items into a group.

2. Which concept is a person's sense of fair treatment as it relates to the communication process?

- A. Procedural Justice
- B. Informational Justice
- C. Interactional Justice
- D. Distributive Justice

The main idea being tested is how people judge fairness in the way messages are delivered and how they are treated during communication. When information is shared, fairness isn't just about what is said, but how it is said—whether the speaker is respectful, honest, and responsive, and whether explanations are clear and thorough. This interpersonal treatment and the quality of communication fall under interactional justice. It captures the sense of fairness people feel in ongoing exchanges with others in the organization, including tone, dignity, and consideration shown during conversations and feedback. Procedural justice is about the fairness of the processes that lead to outcomes; informational justice concerns whether the information provided is adequate and truthful; distributive justice deals with the fairness of the outcomes themselves. Thus, the sense of fair treatment in the act of communicating aligns most closely with interactional justice.

3. What is perceptual organization?

- A. The process of grouping environmental stimuli into recognizable patterns.
- B. The process of detecting a stimulus.
- C. The memory encoding of stimuli.
- D. The evaluation of stimuli for relevance.

Perceptual organization is how the brain group incoming sensory information into meaningful patterns so we perceive objects and scenes rather than a jumble of sensations. It explains how separate elements are combined into recognizable units, using cues like proximity, similarity, continuity, and closure (the Gestalt principles) to form coherent percepts. This is exactly what the described option captures: grouping environmental stimuli into recognizable patterns. The other processes—detecting a stimulus (sensation), memory encoding of stimuli, and evaluating stimuli for relevance (attention/appraisal)—are different stages of processing and do not describe the organization of elements into patterns.

4. In Maslow's Needs Theory, people are motivated to first satisfy _____ needs.

- A. Love/Belonging
- B. Physiological
- C. Safety
- D. Esteem**

Maslow's hierarchy starts with the most basic survival needs at the bottom. The first needs to be satisfied are physiological—food, water, warmth, rest, and other bodily requirements. These basics must be met before a person can focus on higher-order motivations. After physiological needs are met, safety needs become prominent, followed by love/belonging, then esteem, and finally self-actualization. So, the reason physiological needs are the starting point is that they are fundamental to survival; without them being satisfied, other needs aren't the primary driver of behavior. The other options—safety, love/belonging, and esteem—occur after physiological needs in the hierarchy.

5. Which decisional role focuses on negotiating with others to reach agreements?

- A. Entrepreneur
- B. Disturbance Handler
- C. Resource Allocator
- D. Negotiator**

Negotiation is the decisional role focused on bargaining with others to reach agreements. In management theory, this role involves representing the organization in negotiations with external and internal parties—such as suppliers, customers, unions, or other stakeholders—and working to secure terms that are acceptable to the organization. It's about shaping deals, making concessions, and finalizing contracts or arrangements. The other decisional roles involve different tasks: an Entrepreneur probes for opportunities and initiates change; a Disturbance Handler addresses crises and conflicts as they arise; a Resource Allocator decides how to distribute limited resources. While important, they don't center on negotiating terms to reach an agreement, which is why the negotiation role is the best fit.

6. An organization that exchanges information with its environment is described as a

- A. Open System**
- B. Closed System
- C. Dynamic System
- D. Isolated System

Organizations operate as open systems when they continually interact with their environment through information, energy, and resources. This exchange allows them to sense changes, feedback results, and adapt strategies, structures, and processes to stay effective and competitive. Exchanging information with customers, suppliers, regulators, and other external forces helps the organization learn, respond, and evolve. A closed or isolated system would imply no input from or output to the outside world, which isn't realistic for most organizations. While a dynamic system emphasizes change over time, the defining idea here is the ongoing information exchange with the environment, making open system the best fit.

7. Stereotyping is best described as...

- A. Categorizing others by few traits and assuming more based on category
- B. Discrimination based on race
- C. The tendency to notice only unique features
- D. The process of perception of novelty

Stereotyping is a cognitive shortcut where we categorize people into groups based on a few observable traits and then infer that other characteristics or abilities match the group. This leads to broad generalizations applied to individuals who share that membership, often ignoring personal differences. In practice, this means assuming all members of a group behave or think a certain way, which can bias judgments and decisions. Discrimination based on race involves acting on those beliefs in harmful or unequal treatment, which is about behavior rather than the belief itself. The tendency to notice only unique features would imply focusing on individuality rather than applying group-based generalizations. The perception of novelty deals with noticing new or unfamiliar stimuli, not with labeling people by group and assuming shared traits.

8. Satisfaction in the workplace is defined as?

- A. A measure of happiness only
- B. Condition of need fulfillment
- C. A financial audit process
- D. A method of product testing

Satisfaction in the workplace is best understood as a condition of need fulfillment. When a job provides rewards, growth, recognition, and meaning that align with what the employee values, it meets their needs and expectations, leading to a sense of satisfaction. It's more than just feeling happy; it's an evaluative assessment of how well the job satisfies those needs. The other options don't fit because happiness alone doesn't capture the broader alignment between job rewards and individual needs, and auditing or testing processes have nothing to do with employee satisfaction.

9. Self-concept is defined as

- A. Our self-concept is a collection of attitudes, values and beliefs we have acquired about ourselves.
- B. Self-efficacy refers to belief in one's capability to perform a specific task.
- C. Attitudes are the positive or negative feelings toward an object.
- D. Emotions are physiological reactions.

Self-concept is the overall picture you have of yourself, formed from the attitudes, values, and beliefs you hold about who you are. It shapes your identity and how you see your abilities, traits, and worth. This differs from self-efficacy, which is belief in your ability to perform a specific task, as well as from attitudes, which are evaluations of external objects, and from emotions, which are feelings or physiological responses. So the best description is that self-concept is the collection of self-related attitudes, values, and beliefs.

10. Which of the following is NOT one of Fayol's five duties?

- A. Foresight
- B. Command
- C. Motivation**
- D. Organization

Fayol's framework centers on five managerial functions used to guide how work gets done: foresight (planning), organization (structuring resources and tasks), command (directing people), coordination (harmonizing activities), and control (monitoring performance and taking corrective action). Motivation isn't one of these five; it's an important leadership concern, but Fayol didn't list it as a separate duty. Foresight maps to planning, Organization matches structuring resources, and Command corresponds to directing and leading others. So the term that isn't part of Fayol's five duties is motivation.

SAMPLE

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:

<https://ucf-man3025exam1.examzify.com>

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

SAMPLE