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# WGU C715 – Organizational Behavior Final Exam | Verified Questions and Answers | Grade A | 2025/2026

## Section 1: Introduction

This document provides verified content from the WGU C715 Organizational Behavior Final, covering motivation, leadership, team dynamics, communication, and conflict resolution. Structured for WGU's exam format and A+ ready.

## Section 2: Exam Questions and Answers

- 1. Motivation: What is the process that accounts for an individual's intensity, direction, and persistence of effort toward attaining a goal?**

  - A) Leadership
  - B) Motivation
  - C) Decision-making
  - D) Conflict resolution

**Correct Answer: B) Motivation**

**Rationale:** Motivation is defined as the processes that account for an individual's intensity, direction, and persistence of effort toward achieving a goal, per organizational behavior principles.
- 2. Leadership: Which leadership style involves making decisions without consulting the team?**

  - A) Democratic
  - B) Laissez-faire
  - C) Autocratic
  - D) Transformational

**Correct Answer: C) Autocratic**

**Rationale:** Autocratic leadership involves unilateral decision-making by the leader, unlike democratic (team input), laissez-faire (minimal guidance), or transformational (inspirational) styles.
- 3. Team Dynamics: What is the term for when group members exert less effort when working together compared to working individually?**

  - A) Groupthink
  - B) Social loafing
  - C) Group shift
  - D) Cohesion

**Correct Answer: B) Social loafing**

**Rationale:** Social loafing occurs when individuals contribute less effort in a group setting due to reduced accountability.
- 4. Communication: Which barrier to effective communication involves preconceived notions about others?**

  - A) Filtering
  - B) Selective perception

# Organizational Behavior Exam Questions And Answers

**PT Brinkman**



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