

Organizational Structure, Behavior, and Event Management in Sport and Recreation Practice Test (Sample)

Study Guide



Everything you need from our exam experts!

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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.

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

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- 1. Perception influences responses to feedback by which of the following?**
 - A. It changes the factual content**
 - B. It shapes how feedback is interpreted**
 - C. It eliminates feedback**
 - D. It guarantees positive feedback**

- 2. Which of the following is NOT one of the five ways to manage conflict?**
 - A. Avoiding**
 - B. Accommodating**
 - C. Suppression**
 - D. Collaborating**

- 3. What are the components of bias?**
 - A. Stereotyping**
 - B. All of the above**
 - C. Prejudice**
 - D. Discrimination**

- 4. Expectancy Theory posits that motivation depends on which factors?**
 - A. Expectancy, instrumentality, and valence.**
 - B. Ability, willingness, and opportunity.**
 - C. Effort, performance, and reward.**
 - D. Need, drive, and reinforcement.**

- 5. What are skill-based interview questions?**
 - A. Questions that assess specific skills, such as managing budgets or ensuring participant safety**
 - B. Questions about personal life**
 - C. Questions about company history**
 - D. Questions about leadership style**

- 6. How can bias influence behavior in sport and recreation?**
- A. Increase training intensity**
 - B. Improve fan engagement**
 - C. Harm team cohesion**
 - D. Shorten event duration**
- 7. What is job design?**
- A. The process of combining tasks and responsibilities into a job to improve productivity and satisfaction.**
 - B. The process of eliminating all tasks to reduce workload.**
 - C. The process of assigning salaries across roles.**
 - D. The process of evaluating employee performance.**
- 8. Expectancy Theory posits that motivation depends on which factors?**
- A. Motivation is driven solely by external rewards.**
 - B. Motivation depends on expectancy, instrumentality, and valence.**
 - C. Motivation is unrelated to effort.**
 - D. Motivation depends only on past performance.**
- 9. What describes informal authority?**
- A. Influence based on the relationships, respect, trust, or expertise, not written in the org chart.**
 - B. Official power given by the organization through position/title.**
 - C. The direct authority to make decisions and give orders down the chain of command.**
 - D. The power to advise and support line managers.**
- 10. Which statement about morale is true?**
- A. High morale reduces turnover and improves performance**
 - B. High morale generally has no impact on productivity**
 - C. High morale leads to more workplace conflicts**
 - D. High morale has no effect on event outcomes**

Answers

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

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Explanations

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1. Perception influences responses to feedback by which of the following?

- A. It changes the factual content**
- B. It shapes how feedback is interpreted**
- C. It eliminates feedback**
- D. It guarantees positive feedback**

Perception shapes how feedback is interpreted, and that interpretation then drives how we respond. The actual words or data in feedback are the same for everyone, but people bring their beliefs, self-concept, mood, past experiences, and expectations to the moment of receiving it. Those mental filters determine what the feedback means to them, how credible they find it, and whether they see it as helpful guidance or as a personal critique. That's why the same comment can motivate one person and discourage another. The other ideas miss the point: perception doesn't alter the factual content of the feedback, it doesn't erase feedback, and it doesn't guarantee a positive outcome. In practice, delivering feedback in a clear, constructive way and ensuring the recipient understands and can act on it helps align interpretation with the intended message.

2. Which of the following is NOT one of the five ways to manage conflict?

- A. Avoiding**
- B. Accommodating**
- C. Suppression**
- D. Collaborating**

Managing conflict is about choosing a deliberate approach from the standard set of conflict-management styles: avoiding, accommodating, compromising, collaborating, and competing. Each of these describes a different way to handle disagreements, balancing the task at hand with the relationship involved. Suppression isn't a formal style in this framework; it doesn't outline a recognized method for resolving a dispute and tends to mute or hide the issue rather than actively address it. Because of that, suppression doesn't belong with the five established approaches. In practice, recognizing this helps teams in sport and recreation decide on a constructive path—whether it's sidestepping a quarrel for the moment, yielding to preserve harmony, finding a middle ground, working together to solve the problem, or pushing for a win-lose outcome when stakes are high.

3. What are the components of bias?

- A. Stereotyping
- B. All of the above**
- C. Prejudice
- D. Discrimination

Bias involves cognitive, affective, and behavioral elements. Stereotyping is the cognitive piece—overgeneralized beliefs about a group. Prejudice is the affective piece—negative or positive feelings toward that group. Discrimination is the behavioral piece—treating people unequally in actions. Because bias typically includes all three aspects, the option that encompasses stereotyping, prejudice, and discrimination is the best fit. In sport and recreation, you can see each component: stereotypes shaping assumptions about athletes, prejudice coloring judgments about their abilities, and discrimination affecting opportunities or access. Each part reflects bias, but the full concept includes all three, so the comprehensive choice is correct.

4. Expectancy Theory posits that motivation depends on which factors?

- A. Expectancy, instrumentality, and valence.**
- B. Ability, willingness, and opportunity.
- C. Effort, performance, and reward.
- D. Need, drive, and reinforcement.

Motivation is determined by three beliefs about how effort, performance, and outcomes are connected: expectancy, the belief that effort will lead to a certain level of performance; instrumentality, the belief that this performance will lead to a specific outcome; and valence, the value placed on that outcome. When a person believes that putting in effort will improve performance, believes that good performance will be rewarded, and values the reward, they are more motivated to act. In sport and recreation, you can boost motivation by showing how practice translates into better skills and results (raising expectancy), ensuring that strong performance leads to meaningful rewards (raising instrumentality), and aligning those rewards with what participants value (raising valence). The other options reflect different motivation ideas—such as a focus on capacity and opportunity, a simple effort-performance-reward chain, or needs and reinforcement—but they don't capture the specific three-belief structure that expectancy theory emphasizes.

5. What are skill-based interview questions?

- A. Questions that assess specific skills, such as managing budgets or ensuring participant safety**
- B. Questions about personal life**
- C. Questions about company history**
- D. Questions about leadership style**

Skill-based questions focus on demonstrating the ability to perform job tasks. They're designed to reveal whether a candidate can actually execute the concrete activities the role requires, such as managing budgets, scheduling facilities, ensuring participant safety, or coordinating events. In sport and recreation practice, these are the kinds of capabilities that directly impact how well programs run and how safely participants are cared for, so asking about managing budgets or safety protocols shows you how the person would perform on the job. Questions about personal life, company history, or leadership style, while useful for understanding fit or general approach, don't directly demonstrate capability in core duties. They don't reveal whether the candidate can execute essential tasks under real-world conditions, which is why skill-based prompts are the best indicator for these roles. For preparation, think of the exact tasks your role must handle and recall specific examples where you successfully applied those skills.

6. How can bias influence behavior in sport and recreation?

- A. Increase training intensity**
- B. Improve fan engagement**
- C. Harm team cohesion**
- D. Shorten event duration**

Bias shapes how people judge and interact with others in sport and recreation. When biases—about race, gender, ability, or other traits—drive decisions or attitudes, trust and open communication can break down. In a team, this often shows up as favoritism, unequal playing time, or the formation of cliques, which creates a sense of unfairness and a division between members. As a result, players may feel undervalued, less willing to cooperate, or less committed to shared goals, eroding morale and cohesion. When the social fabric of the group weakens like this, teamwork, collaboration, and performance suffer. Bias isn't typically what would directly increase training intensity, improve fan engagement, or shorten event duration; those outcomes come from motivation, engagement strategies, or scheduling and logistics. The social disruption bias causes is most directly about weakening how well the team works together, which is why it's the best answer.

7. What is job design?

- A. The process of combining tasks and responsibilities into a job to improve productivity and satisfaction.**
- B. The process of eliminating all tasks to reduce workload.**
- C. The process of assigning salaries across roles.**
- D. The process of evaluating employee performance.**

Job design is about shaping what a job contains—the tasks, duties, and responsibilities—and how they are organized into a coherent role. The goal is to create work that is efficient for the organization and meaningful for the employee, balancing factors like task variety, autonomy, and feedback to boost motivation and performance. This approach explains why well-designed roles can lead to higher productivity and greater job satisfaction, which in turn supports lower turnover and better overall outcomes. It's not about eliminating tasks, setting salaries, or evaluating performance, which are separate HR processes.

8. Expectancy Theory posits that motivation depends on which factors?

- A. Motivation is driven solely by external rewards.**
- B. Motivation depends on expectancy, instrumentality, and valence.**
- C. Motivation is unrelated to effort.**
- D. Motivation depends only on past performance.**

Expectancy Theory says motivation comes from three beliefs that together link effort to a valued outcome: expectancy, instrumentality, and valence. Expectancy is the belief that putting in effort will improve performance. Instrumentality is the belief that good performance will lead to a reward or desired outcome. Valence is the value or desirability the individual places on that reward. When all three beliefs are strong, the path from effort to a valued result is clear and appealing, so motivation is high. If any one of these beliefs is weak, motivation drops because the whole chain weakens. The other options miss essential parts: motivation isn't driven solely by external rewards, it isn't unrelated to effort, and it isn't determined only by past performance.

9. What describes informal authority?

- A. Influence based on the relationships, respect, trust, or expertise, not written in the org chart.**
- B. Official power given by the organization through position/title.**
- C. The direct authority to make decisions and give orders down the chain of command.**
- D. The power to advise and support line managers.**

Informal authority is influence that comes from who you are and what you know, not from a title or position. It exists because of relationships, respect, trust, and expertise, and it isn't shown on the organizational chart. People will listen to and follow someone because they believe in their knowledge or credibility, even though that person has no formal mandate to command. This explains why the description focusing on influence rooted in relationships, respect, trust, or expertise, and not written in the org chart, is the best fit. By contrast, official power tied to a position or title is formal authority and carries the right to make decisions and issue orders within the chain of command. The idea of advising and supporting line managers can be part of either formal roles or informal influence, but it doesn't by itself define informal authority, which hinges on earned credibility and personal influence rather than a formal mandate. For example, a veteran team member who is trusted for sound judgment can guide others even without an official leadership title.

10. Which statement about morale is true?

- A. High morale reduces turnover and improves performance**
- B. High morale generally has no impact on productivity**
- C. High morale leads to more workplace conflicts**
- D. High morale has no effect on event outcomes**

Morale reflects how people feel about their work, their team, and leadership. When morale is high, individuals are more engaged, feel valued, and trust that their efforts will be recognized. This tends to reduce turnover because people are more committed and satisfied, and it tends to improve performance because they put in more energy, cooperate more effectively, and stay focused under pressure. In sport and recreation contexts, high morale boosts team cohesion, communication, and resilience, which can translate into better service delivery, greater participant satisfaction, and smoother execution of events. The idea that morale has no impact on productivity ignores well-established links between motivation, job satisfaction, and effort. The notion that high morale leads to more workplace conflicts runs against the typical effect of a positive climate, where trust and collaboration reduce friction. And the belief that morale has no effect on event outcomes underestimates how team mood shapes coordination, responsiveness, and problem-solving during events.

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://orgstrucbehavioreventmgmtinsportrecreation.examzify.com>

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

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