

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

STUDY GUIDE



Prepare with structure. Pass with confidence



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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. What statistical relationship is characterized by a correlation of .30?**
 - A. Weak
 - B. Strong
 - C. Moderate
 - D. None

- 2. What does the term 'promotion' refer to in the context of job satisfaction?**
 - A. Feelings about the company's benefits package
 - B. Feelings regarding an employee's pay
 - C. Feelings about the company's promotion policies and their execution
 - D. Feelings about communication within the team

- 3. What is the primary reason why employees with affective commitment choose to stay at their organization?**
 - A. They feel a strong sense of legal obligation
 - B. They stay because they want to
 - C. They feel they have to stay due to financial needs
 - D. They wish to avoid negative coworker reactions

- 4. Which of the following best describes citizenship behavior?**
 - A. Mandatory tasks for job completion
 - B. Voluntary activities that enhance the work environment
 - C. Tasks assigned by a supervisor
 - D. Behavior that leads to promotions

- 5. Which model explains that lesser degree withdrawal behaviors can lead to greater degree behaviors?**
 - A. Survivor's syndrome
 - B. Progression model
 - C. Psychological contract
 - D. Transactional contracts

- 6. What action is considered helping coworkers with heavy workloads or personal matters?**
- A. Courtesy
 - B. Boosterism
 - C. Sportsmanship
 - D. Counterproductive behavior
- 7. What is the primary function of the Occupational Information Network (O*Net)?**
- A. To provide financial support to job seekers
 - B. To collect testimonials from employees
 - C. To offer in-depth job descriptions and information
 - D. To list job openings across the country
- 8. What aspect of research focuses on the strength and direction of a relationship between two variables?**
- A. Theory
 - B. Hypothesis
 - C. Correlation
 - D. Causality
- 9. What is the definition of job satisfaction?**
- A. A pleasurable emotional state from job appraisal
 - B. A measure of salary adequacy
 - C. An indicator of work attendance
 - D. A reflection of benefits received
- 10. Which of the following describes creative task performance?**
- A. Following established protocols
 - B. Development of ideas or outcomes that are novel and useful
 - C. Consistent delivery of routine services
 - D. Completing training programs

Answers

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

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Explanations

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1. What statistical relationship is characterized by a correlation of .30?

- A. Weak
- B. Strong
- C. Moderate**
- D. None

A correlation of .30 indicates a moderate relationship between the two variables being measured. Correlation coefficients range from -1 to +1, where values closer to 1 or -1 suggest a stronger relationship, and values close to 0 suggest no relationship. In this context, a correlation of .30 falls within the range typically classified as moderate. It suggests that there is a noticeable association between the variables, but it is not strong enough to imply a very high degree of predictability. This level of correlation can still be significant in many practical situations, particularly in social sciences or behavioral studies. Understanding how to interpret correlation coefficients is essential for analyzing data and making informed decisions based on the strength and direction of relationships between variables.

2. What does the term 'promotion' refer to in the context of job satisfaction?

- A. Feelings about the company's benefits package
- B. Feelings regarding an employee's pay
- C. Feelings about the company's promotion policies and their execution**
- D. Feelings about communication within the team

In the context of job satisfaction, the term 'promotion' specifically refers to the feelings about the company's promotion policies and how well they are executed. This encompasses employees' perceptions of fairness, transparency, and the criteria used for promotions. A well-structured promotion policy can enhance employee satisfaction by providing clear pathways for career advancement, recognizing and rewarding employee performance, and fostering a sense of equity within the workplace. When employees perceive that the promotion process is just and aligned with their own career aspirations, it can lead to higher motivation and engagement, which significantly contributes to their overall job satisfaction. Therefore, understanding and addressing employees' feelings regarding promotions is a crucial aspect of managing people in organizations effectively.

3. What is the primary reason why employees with affective commitment choose to stay at their organization?

- A. They feel a strong sense of legal obligation
- B. They stay because they want to**
- C. They feel they have to stay due to financial needs
- D. They wish to avoid negative coworker reactions

Employees with affective commitment choose to stay at their organization primarily because they want to. This type of commitment is based on an emotional attachment to the organization, its goals, and the relationships they have cultivated within it. When employees feel a strong bond with their workplace, they are motivated to remain in their positions not out of obligation, necessity, or fear, but out of a genuine desire to be part of the organization. This passion drives engagement, performance, and job satisfaction, leading employees to contribute positively to the workplace. They often feel that their values align with those of the organization and appreciate the culture and environment, which fosters a sense of belonging. Such emotional ties to the workplace are key indicators of affective commitment, distinguishing it from other types of commitment that may be more rooted in obligation or necessity.

4. Which of the following best describes citizenship behavior?

- A. Mandatory tasks for job completion
- B. Voluntary activities that enhance the work environment**
- C. Tasks assigned by a supervisor
- D. Behavior that leads to promotions

Citizenship behavior is best described by voluntary activities that enhance the work environment. This concept encompasses actions taken by employees that go beyond their formal job requirements, contributing positively to the organizational culture and supporting their colleagues. Such behaviors can include helping coworkers, participating in team-building activities, and showing initiative to improve workplace processes. These actions are not required for job completion, nor are they typically recognized through formal rewards or promotions, but they play a crucial role in fostering a supportive and collaborative workplace. Therefore, recognizing and encouraging citizenship behavior can significantly improve overall organizational effectiveness.

5. Which model explains that lesser degree withdrawal behaviors can lead to greater degree behaviors?

- A. Survivor's syndrome
- B. Progression model**
- C. Psychological contract
- D. Transactional contracts

The progression model is a theoretical framework that illustrates how minor withdrawal behaviors can escalate into more significant forms of withdrawal over time. This model posits that individuals who experience dissatisfaction may initially engage in less severe forms of withdrawal, such as reduced effort or increased absenteeism. As dissatisfaction remains unmet, or if there are continuous stressors within the workplace, these initial behaviors can escalate into more serious forms of withdrawal, such as turnover or complete disengagement from work. By understanding the progression model, managers can identify and address early signs of dissatisfaction among employees before they escalate into more detrimental outcomes. This highlights the importance of proactively managing employee engagement and satisfaction to prevent a cycle of withdrawal behaviors that can ultimately lead to higher turnover rates and a decline in organizational performance. The other options—survivor's syndrome, psychological contract, and transactional contracts—do not focus specifically on the gradual escalation of withdrawal behaviors, making them less relevant in the context of this question.

6. What action is considered helping coworkers with heavy workloads or personal matters?

- A. Courtesy**
- B. Boosterism
- C. Sportsmanship
- D. Counterproductive behavior

The act of helping coworkers with heavy workloads or personal matters aligns with the concept of courtesy. This behavior reflects a positive workplace attitude where individuals demonstrate kindness and consideration for one another. Courtesy fosters a supportive environment that enhances team cohesion and morale. By assisting colleagues in challenging situations, individuals not only contribute to the overall well-being of their coworkers but also nurture a collaborative atmosphere that can improve productivity and job satisfaction. Boosterism, while related to promoting the organization's interests, does not specifically address the act of helping colleagues with personal or workload challenges. Sportsmanship involves maintaining a positive attitude in the face of adversity, often showing resilience or a willingness to accept undesirable situations without complaint. Counterproductive behavior, however, refers to actions that may undermine a coworker's efforts or the overall organizational goals, which is contrary to the supportive behavior described in this context.

7. What is the primary function of the Occupational Information Network (O*Net)?

- A. To provide financial support to job seekers
- B. To collect testimonials from employees
- C. To offer in-depth job descriptions and information**
- D. To list job openings across the country

*The Occupational Information Network, commonly known as O*Net, serves the crucial role of providing comprehensive job descriptions and detailed information about various occupations. This resource offers insights into the skills, abilities, tasks, and work activities associated with different jobs. Furthermore, O*Net includes valuable data on job requirements, work context, and wage ranges, which can assist job seekers, career advisors, and employers in understanding the labor market and making informed decisions regarding career planning and employment strategies. This rich repository of information is particularly beneficial for those exploring career options or seeking to develop specific skills relevant to their desired job. It stands out by being a valuable reference for educational programs and workforce development initiatives, making its focus on in-depth occupational details its defining feature.*

8. What aspect of research focuses on the strength and direction of a relationship between two variables?

- A. Theory
- B. Hypothesis
- C. Correlation**
- D. Causality

The aspect of research that focuses on the strength and direction of a relationship between two variables is correlation. Correlation measures how closely related two variables are to each other, indicating whether an increase in one variable tends to accompany an increase or decrease in another variable. The strength of this relationship is quantified by a correlation coefficient, which ranges from -1 to +1. A coefficient close to 1 indicates a strong positive relationship, whereas a coefficient close to -1 indicates a strong negative relationship. Zero indicates no relationship. Other concepts like theory and hypothesis play different roles in research. A theory provides a broad framework for understanding phenomena and guiding research; it is often more complex and involves multiple variables and potential relationships. A hypothesis, on the other hand, is a specific, testable prediction about the relationship between variables, often deriving from a theory. Causality goes a step further than correlation; it asserts that one variable directly influences or causes the change in another variable, which can be more complex to establish than simply measuring correlation.

9. What is the definition of job satisfaction?

- A. A pleasurable emotional state from job appraisal**
- B. A measure of salary adequacy
- C. An indicator of work attendance
- D. A reflection of benefits received

Job satisfaction is best defined as a pleasurable emotional state stemming from the appraisal of one's job. This definition encapsulates not only the feelings of happiness or contentment associated with one's work but also the cognitive evaluation of job characteristics, responsibilities, and the overall work environment. When individuals perceive their job positively, they experience higher levels of job satisfaction, which can lead to other positive outcomes, such as increased productivity and lower turnover rates. The other options touch on aspects relevant to the workplace but do not fully capture the essence of job satisfaction. For instance, while salary adequacy can influence job satisfaction, it is not broad enough to constitute its definition. Similarly, work attendance may be related to job satisfaction but is more of an outcome rather than a definition, and benefits received can contribute to job satisfaction but do not encompass the emotional and evaluative components inherent in job satisfaction itself.

10. Which of the following describes creative task performance?

- A. Following established protocols
- B. Development of ideas or outcomes that are novel and useful**
- C. Consistent delivery of routine services
- D. Completing training programs

Creative task performance is characterized by the development of ideas or outcomes that are novel and useful. This definition emphasizes the importance of originality and practicality in creative endeavors. Such performance goes beyond just thinking outside the box; it involves generating new concepts or solutions that can be effectively applied in a given context. In a work setting, individuals engaging in creative task performance are often responsible for innovation, strategy development, or problem-solving, wherein their contributions lead to advancements or improvements within the organization. The ability to produce novel and useful results is essential for driving progress and maintaining competitiveness in today's fast-paced environment. The other options focus on aspects of work that are more routine or procedural, such as adhering to established protocols or delivering consistent services, which do not inherently involve creativity. Completing training programs, while beneficial for skill development, is also not directly related to the creative aspect of task performance, as it often deals with acquiring existing knowledge and competencies rather than generating new and innovative ideas.

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://tamu-mgmt363-exam1.examzify.com>

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

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