

TEXAS A&M UNIVERSITY (TAMU) MGMT363 MANAGING PEOPLE IN ORGANIZATIONS EXAM 2 PRACTICE (SAMPLE)

STUDY GUIDE



SAMPLE STUDY GUIDE WITH LIMITED QUESTIONS

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THE FULL VERSION STUDY GUIDE

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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 is a consequence of bounded rationality in decision making?**
 - A. Enhanced decision-making speed
 - B. Possibly flawed choices based on limited information
 - C. Increased clarity and certainty in decision processes
 - D. Greater reliance on programmed decisions
- 2. Which skill is essential for maintaining steadiness while manipulating small objects?**
 - A. Fine manipulative abilities
 - B. Gross coordination
 - C. Pinpoint accuracy
 - D. Motor control
- 3. What type of job demands are typically not perceived as stressful?**
 - A. Challenge Stressors
 - B. Hindrance Stressors
 - C. Benign Job Demands
 - D. Coping Mechanisms
- 4. Which type of coping involves thoughts aimed at dealing with stress?**
 - A. Cognitive coping
 - B. Behavioral coping
 - C. Emotion-focused coping
 - D. Problem-focused coping
- 5. How is stamina defined in a physical context?**
 - A. Ability to exert force for a prolonged period
 - B. Capacity to lift heavy weights
 - C. Ability to quickly recover from fatigue
 - D. Ability to maintain flexibility

- 6. What is the term for splitting the responsibilities of a single job between two employees?**
- A. Job sharing
 - B. Job rotation
 - C. Job enrichment
 - D. Job redesign
- 7. According to Thorndike's Law of Effect, which type of behavior will likely be repeated?**
- A. Behavior with unfavorable consequences
 - B. Behavior that is ignored
 - C. Behavior with favorable consequences
 - D. Behavior that is punished
- 8. What is the process of conducting a stress audit focused on?**
- A. Identifying stress management techniques
 - B. Finding the level and sources of stress
 - C. Evaluating organizational culture
 - D. Assessing employee satisfaction
- 9. How should individuals be rewarded according to performance outcomes?**
- A. For participation
 - B. For improvement and excellence
 - C. For attendance
 - D. For effort only
- 10. In motivation, what is the significance of emotional cues?**
- A. They dictate job security
 - B. They impact social relationships
 - C. They regulate personal feelings toward challenges
 - D. They create competition among peers

Answers

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

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Explanations

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1. What is a consequence of bounded rationality in decision making?

- A. Enhanced decision-making speed
- B. Possibly flawed choices based on limited information**
- C. Increased clarity and certainty in decision processes
- D. Greater reliance on programmed decisions

Bounded rationality refers to the limitations of human cognitive capabilities when processing information, which often leads to decision-making that is not fully rational. It recognizes that while individuals aim to make logical and informed decisions, they are constrained by the amount of information they can gather, their cognitive processing abilities, and the finite time available for decision-making. The choice indicating "possibly flawed choices based on limited information" aligns well with the concept of bounded rationality. When decision-makers operate within the bounds of their limited knowledge and experience, they may not consider all possible alternatives or relevant factors, resulting in decisions that may overlook important insights and lead to suboptimal outcomes. This can happen because they often simplify complex situations to make them manageable, leading to potential errors or biases in their final decisions. In contrast, the other options present aspects that do not accurately reflect the implications of bounded rationality. Enhanced decision-making speed can sometimes occur, but it often comes at the cost of thoroughness and accuracy. Increased clarity and certainty in decision processes do not align with the reality that bounded rationality typically leads to ambiguity and uncertainty. Lastly, greater reliance on programmed decisions might occur in specific contexts, but it does not inherently stem from the limitations of human rationality in the same way that

2. Which skill is essential for maintaining steadiness while manipulating small objects?

- A. Fine manipulative abilities**
- B. Gross coordination
- C. Pinpoint accuracy
- D. Motor control

The essential skill for maintaining steadiness while manipulating small objects is fine manipulative abilities. This skill involves the precise use of the hands and fingers, enabling an individual to perform tasks that require a high degree of control and dexterity. When engaging in activities that involve small and delicate objects, such as crafting, assembling intricate components, or performing surgeries, the ability to execute movements steadily and accurately is paramount. Fine manipulative abilities encompass not just strength and dexterity, but also the capability to adjust grip and apply just the right amount of force needed for delicate tasks. This precision is critical in avoiding mistakes or accidents that could result from a lack of control. Other skills such as gross coordination, pinpoint accuracy, and motor control may play supportive roles but are not as specifically aligned with the need for fine motor skills required for tasks involving small objects. Gross coordination generally refers to the ability to use larger muscle groups for overall body movement rather than detailed hand movements. Pinpoint accuracy focuses on exact placement, which is certainly important, but it is not as comprehensive in the context of the steadiness required for manipulation. Motor control does include overall management of muscle movements but again lacks the specificity of fine manipulative abilities when it comes to the control needed for small object manipulation.

3. What type of job demands are typically not perceived as stressful?

- A. Challenge Stressors
- B. Hindrance Stressors
- C. Benign Job Demands
- D. Coping Mechanisms

The concept of benign job demands is rooted in the idea that certain job requirements do not elicit stress or anxiety in employees. Instead, these demands are perceived as manageable or normal parts of the job that do not negatively impact an individual's well-being or performance. For instance, tasks that provide a sense of accomplishment or are aligned with an employee's skills and interests can be considered benign. Understanding benign job demands is crucial because they often do not require additional coping resources or lead to feelings of being overwhelmed. Instead, they can contribute positively to job satisfaction and motivation. This distinction is important as it helps in identifying which aspects of a job might need addressing when it comes to employee stress and burnout. The other types of job demands mentioned may evoke stress. Challenge stressors, for example, can motivate individuals and lead to personal growth but also have the potential to lead to stress if perceived as excessive. Hindrance stressors are typically seen as obstacles that hinder achievement and are more likely to cause stress, while coping mechanisms refer to the strategies individuals employ to manage or mitigate stress, rather than job demands themselves.

4. Which type of coping involves thoughts aimed at dealing with stress?

- A. Cognitive coping
- B. Behavioral coping
- C. Emotion-focused coping
- D. Problem-focused coping

Cognitive coping specifically refers to the mental strategies and thought processes that individuals use to manage stress. It involves the way people think about and interpret stressful situations, which can help in either reducing the perceived threat of the stressor or reframing the situation in a more manageable light. This type of coping encompasses techniques such as positive self-talk, reassessing a situation to find a silver lining, or using mental imagery to visualize a successful outcome. Cognitive coping focuses on how we can alter our mindset about a problem rather than attempting to directly change the problem itself or seek emotional support. In contrast, behavioral coping refers to concrete actions taken to deal with stress, such as exercising or seeking social support. Emotion-focused coping deals with regulating emotional responses to stress rather than addressing the source of stress, while problem-focused coping involves taking steps to directly tackle the stressor. Understanding these distinctions can help individuals identify which coping strategies might be most effective in various situations.

5. How is stamina defined in a physical context?

A. Ability to exert force for a prolonged period

B. Capacity to lift heavy weights

C. Ability to quickly recover from fatigue

D. Ability to maintain flexibility

Stamina in a physical context is primarily defined as the ability to exert force for a prolonged period. This concept encompasses both aerobic and anaerobic endurance, allowing an individual to sustain physical activity over an extended duration without experiencing fatigue. It reflects an individual's capacity to perform tasks smoothly and efficiently, especially in activities that require consistent energy output, such as running, cycling, or engaging in sports over time. While the other choices address important aspects of physical fitness, they do not encapsulate the essence of stamina. The capacity to lift heavy weights pertains more to strength, the ability to recover from fatigue refers to recovery speed but is not a direct measure of endurance, and maintaining flexibility relates to the range of motion in joints rather than the sustained exertion of effort. Each of these elements contributes to overall fitness but does not define stamina specifically.

6. What is the term for splitting the responsibilities of a single job between two employees?

A. Job sharing

B. Job rotation

C. Job enrichment

D. Job redesign

The term for splitting the responsibilities of a single job between two employees is job sharing. This arrangement allows two individuals to share the workload and responsibilities of one position, which can lead to increased flexibility in scheduling and work-life balance for the employees involved. Job sharing can enhance employee satisfaction and retention, as it provides opportunities for individuals who may not be able to commit to a full-time position due to personal commitments or other reasons. By collaborating and sharing the tasks of the job, employees can also bring varied perspectives and skills to the role, potentially improving productivity and creativity in their work. On the other hand, job rotation refers to switching employees between different jobs within the organization to develop their skills and prevent monotony. Job enrichment involves adding more meaningful tasks to a job, increasing the variety and responsibility for the employee. Job redesign is the process of altering the existing job structure to make the role more effective or satisfying but does not specifically indicate splitting responsibilities between two people.

7. According to Thorndike's Law of Effect, which type of behavior will likely be repeated?

- A. Behavior with unfavorable consequences
- B. Behavior that is ignored
- C. Behavior with favorable consequences**
- D. Behavior that is punished

Thorndike's Law of Effect states that behaviors that produce favorable outcomes are more likely to be repeated in the future. This principle suggests that when a behavior is followed by reinforcement or positive consequences, such as rewards, it strengthens the association between the behavior and the outcome, making it more likely for that behavior to occur again. In practical terms, when individuals receive positive feedback, recognition, or tangible rewards for their actions, they are motivated to engage in those actions again, as they perceive them as beneficial. This is fundamental in organizational behavior as it highlights the significance of positive reinforcement in encouraging desired employee actions and increasing overall productivity and morale within teams and organizations. Other types of behaviors, particularly those with unfavorable consequences or that are ignored, do not foster this same likelihood of repetition. Engaging in behaviors with negative outcomes or punishments typically leads to a decrease in those behaviors due to the aversive nature of the consequences.

8. What is the process of conducting a stress audit focused on?

- A. Identifying stress management techniques
- B. Finding the level and sources of stress**
- C. Evaluating organizational culture
- D. Assessing employee satisfaction

The process of conducting a stress audit primarily focuses on finding the level and sources of stress within an organization. This involves systematically evaluating various aspects of the workplace to understand where stress originates, such as workload, workplace environment, or interpersonal dynamics among employees. By identifying these stressors, the organization can take appropriate steps to manage or mitigate them, enhancing overall employee wellbeing and productivity. Understanding the specific levels of stress helps in pinpointing areas that require intervention, whether it be through modifying work processes, improving communication, or providing resources for better stress management. This targeted approach is essential for fostering a healthier work environment and addressing the needs of employees effectively. The other choices, while important aspects of organizational health, do not directly relate to the core purpose of a stress audit. For instance, identifying stress management techniques may come after discovering the sources of stress, and evaluating organizational culture or assessing employee satisfaction can provide valuable insights, but they are not the primary focus of a stress audit itself.

9. How should individuals be rewarded according to performance outcomes?

- A. For participation
- B. For improvement and excellence**
- C. For attendance
- D. For effort only

Rewarding individuals based on performance outcomes emphasizes the importance of achieving specific results that contribute to organizational goals. When individuals are rewarded for improvement and excellence, it acknowledges both their progress and their highest levels of performance, fostering a culture of continuous development and high achievement. This approach motivates employees to strive for better results, promoting a sense of accountability and ownership over their work. It encourages individuals to set higher personal standards, ultimately driving overall organizational performance. Additionally, recognizing both improvement and excellence helps to cultivate a growth mindset, where employees feel valued for their efforts to develop their skills and contribute meaningfully to the organization. In contrast, rewarding for participation, attendance, or effort only may not necessarily align with enhancing performance outcomes, as these methods could lead to complacency or a lack of focus on tangible results. Therefore, focusing on performance outcomes through improvement and excellence is a more effective strategy for driving motivation and success within an organization.

10. In motivation, what is the significance of emotional cues?

- A. They dictate job security
- B. They impact social relationships
- C. They regulate personal feelings toward challenges**
- D. They create competition among peers

Emotional cues play a significant role in motivation as they help regulate personal feelings toward challenges. This regulation influences how individuals perceive obstacles and opportunities in their environment. Positive emotional cues can enhance motivation, leading individuals to embrace challenges and adopt a growth mindset, while negative emotional cues can lead to avoidance and hinder motivation. Understanding the emotional context allows individuals to navigate their experiences more effectively, ultimately impacting their resilience and persistence in the face of challenges. In this way, emotional cues are pivotal in shaping a person's attitude and approach toward their goals and tasks. The other options, while related to aspects of workplace dynamics, do not capture the essence of how emotional cues specifically influence personal challenges and motivation.

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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