**Final Examination questions**

**Discipline *Personality and Organizational Behavior*, 3 cr.**

**Specialization 6M050300 –Psychology, 1st year**

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| **№** | **Question** | **Part** |
|  | Describe the meaning of organizational climate | 1 |
|  | Explain organizational culture: definition and context | 1 |
|  | Define dynamics of organizational culture | 1 |
|  | Specify layers of organizational culture | 1 |
|  | Give an interpretation of four functions of organizational culture | 1 |
|  | Point out types of organizational culture | 1 |
|  | Define outcomes associated with organizational culture | 1 |
|  | Explain the process of culture change | 1 |
|  | Describe the organizational socialization process | 1 |
|  | Specify a three-phase model of organizational socialization | 1 |
|  | Critically evaluate practical application of socialization research | 2 |
|  | Formulate how to push in organizational culture through mentoring | 2 |
|  | Clarify diversity in organizations | 2 |
|  | Enlighten functions of mentoring | 2 |
|  | Critically evaluate developmental networks underlying mentoring | 2 |
|  | Compare the personal and organizational implications of mentoring | 2 |
|  | Enlighten employee involvement and using rewards to motivate employees | 2 |
|  | Clarify effective mentoring network | 2 |
|  | Develop a plan of mentoring for leading into the future. | 2 |
|  | Compare charismatic and transformational leadership | 2 |
|  | Justify group- and organization-related stressors | 3 |
|  | Analyze key cross-cultural competencies | 3 |
|  | Check out environmental uncertainty as a source of stress | 3 |
|  | Discuss problem-focused coping strategies | 3 |
|  | Show the challenge of emotion-focused coping strategies | 3 |
|  | Establish connection of organizational climate and organizational culture | 3 |
|  | Argue, do cultural paradoxes require cultural intelligence? | 3 |
|  | Explore a model of societal and organizational cultures | 3 |
|  | Check out nine basic cultural dimensions from the GLOBE project | 3 |
|  | Outline leadership lessons from the GLOBE project | 3 |