

Study Guide for Organizational Behavior Midterm Exam

This study guide covers key concepts from the six lectures to help you prepare for the short answer essay exam. Focus on understanding definitions, key concepts, and brief explanations.

Lecture 1: Organizational Behavior at Work

- 1) Key Elements of Organizational Behavior
 - a) Individual Behavior: Examines motivation, personality, perception, and learning.
 - b) Group Behavior: Focuses on group dynamics, communication, leadership, power, and conflict.
 - c) Organizational Structure: Involves organizational culture, structure, design, and how these factors influence behavior.
- 2) Trends Influencing Organizational Behavior
 - a) Globalization: Managing diverse teams, cross-cultural challenges.
 - b) Technology: Impact of AI, automation, and remote work.
 - c) Workforce Diversity: Changes in demographic diversity (age, gender, ethnicity).
 - d) Sustainability & CSR: Corporate Social Responsibility initiatives that attract talent and align with employee values.
- 3) Improved Employee Performance
 - a) By understanding what motivates employees, managers can design better incentive systems and work environments to enhance productivity.
- 4) Better Leadership
 - 1) Insights from organizational behavior help identify effective leadership styles that foster collaboration and innovation within teams. Good leadership practices align employee goals with organizational objectives.

Lecture 2: Diversity and Inclusion in Organizations

- 1) Demographic Diversity
 - a) Refers to differences in race, gender, age, and ethnicity within an organization.
 - b) Strategies for promoting diversity include mentorship programs and inclusive policies.
- 2) Cultural Diversity and Communication
 - a) Cross-cultural differences can lead to communication challenges, such as language barriers and varying norms.
 - b) Strategies: Promote cultural competence and clear, inclusive language.
- 3) Disability Inclusion
 - a) Organizations should ensure accessibility and accommodations for employees with disabilities through assistive technology and inclusive policies.
- 4) Diversity in Technology
 - a) Technology can enable diversity (e.g., remote work options, AI tools that reduce bias) but also present challenges such as underrepresentation of women and minorities in tech fields.

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