

EXAM 1 STUDY GUIDE (TOPICS 0-6)

PROF. RUBENSTEIN

The first exam covers topics 1-6, lecture notes, exercises, and articles. It will consist of 33 questions (mix of multiple choice, short answer, true/false) plus some extra credit. This review sheet is meant as a guide to help you focus your studies on the topics I think are most important.

EXAMPLE QUESTIONS OF EACH TYPE

*CHANGE BACKGROUND COLOR OR FONT COLOR FOR ANSWER

1. After the theory phase, the next step in the method of science is:

Hypotheses

2. The degree to which a measure completely captures the domain of a given construct is referred to as what kind of validity?

- A. Predictive Validity (NOPE)
- B. Content Validity DING DING
- C. Concurrent Validity (SORRY)
- D. Synthetic Validity (KEEP TRYING)

3. Managers can predict how employees will react to dissatisfying situations by simultaneously considering employees' task performance and organizational commitment. More specifically, performance and commitment combinations can be used to identify four "types" of employees. List the specific terms given to those four types and define them in terms of their performance and commitment levels. Then describe which types will respond to dissatisfying situations by quitting their job.

	High Performance	Low Performance
High Commitment	Star – Voice	Citizen – Loyalty
Low Commitment	Lone Wolf - Exit	Apathetic/Slacker - Neglect

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