

# Examen Organizational behaviour - Januari 2020

- Concept question: The prof expects that 3 persons will get score 16/20, because they did really good on the debate and on the paper. 3 persons were never in class and didn't show up for the debates, so she expects that those 3 will fail this exam. The others will get an average of 11/20
  - Which effect occurs? Which effect will this have on the good, the bad and the average group? **Pygmalion effect, self-fulfilling prophecies**
  - Would you find this fair - just? What can I do to avoid this?What if I had built up a stronger relationship with a few people and we'd interacted more?
  - Which leadership theory can you apply on this? **Dyadic theories, LMX**
  - Based on your answer to question 2, would there still be people who find this not fair? Why? **Entitled persons**
- Dilemma question: This is an ethical dilemma whether or not the prof should keep flying frequently or not, because of the carbon footprint. She doesn't have a car or children,... so in that way, she already helps the environment. She really likes travelling to see other professors in real life,...
  - Give 3 moral principles to resolve this ethical dilemma. **End-based, rules-based, care-based**
  - What would *you* do if you were in my shoes?
  - As your role as a future manager, which perspective would you take? Which position? How does this differ between your abstract answer (question 1) and your personal answer (question 2).
- Case question: You need to make a manual for a company on how to negotiate a salary during a recruiting or promotion interview.
  - Write the manual you would give to the managers
  - Your friend wants to apply for a job in that company. Based on your manual, what advice would you give?
- Self-reflection question: the red sneakers effect has 4 boundary conditions. In these conditions, non-conforming will lead to a perceived higher status.
  - The red sneakers effect is an example of reverse-causality. Explain.
  - Give 2 boundary conditions and explain what insights they brought you towards your future career.
  - Will this effect work equally well if somebody from racial minorities does this?