

MGT 386 –Exam 3 Study Guide

Ch. 11 - Teams: Characteristics & Diversity

- Types of Teams
- Team Development Stages
- Punctuated Equilibrium
- Team and Task Interdependence
- Disjunctive, Conjunctive, and Additive tasks

Ch. 12 - Teams: Processes & Communication

- Teams Processes (including task and maintenance processes)
- Communication process
- Team states

Ch. 13 - Leadership: Power and Negotiation

- Types of Power
- Influence Tactics
- Styles of Conflict Resolution
- Distributive vs. Integrative bargaining

Ch. 14 - Leadership: Traits, Styles and Behaviors

- Trait and Behavioral approaches to leadership
- Leader Decision-Making Styles
- Leader–Member Exchange Theory
- Full Range Leadership Theory
- Substitutes for Leadership

Ch. 15 - Organizational Structure

- Elements of Org. Structure
- Mechanistic vs Organic organizations
- Common Organizational Forms

Ch. 16 - Organizational Culture

- Culture Components
- General and Specific Culture Types
- Culture Strength
- Maintaining an Org Culture
- Managing Socialization
- Person–organization fit

Content from Exam 1 and 2

- Emotional Labor vs. Contagion (Ch 4)
- Motivation Theories (Ch 6)
 - Expectancy Theory
 - Equity Theory
 - Goal Setting Theory
- Trust and Justice (Ch. 7)
- Reinforcement Theory (Ch. 8)
- Big 5 and Cultural Dimensions (Ch. 9)
- Cognitive and Physical abilities (ch 10)