

Homework

Business



Homework: Critical Thinking Questions Question 3 The implication of heredity in an organizational setting is the variations in behaviors portrayed by individuals, which determines their quality traits. This indicates that a person's socialization, life experiences and other environmental elements will affect the performance of an individual in an organization. As a result, a person may not exhibit good leadership traits due to lack of exposure, skills or experiences to manage an organization.

Question 4

The five important personality traits considered during job applications entail conscientiousness, sincerity to experience, sociability, mental strength and extroversion. This implies that a trainee needs to be careful when executing tasks and possess the highest mental strength to tackle difficult situations. Similarly, sociability trait is the ability to accommodate divergent views from others while extroversion enables one to be sociable. Sincerity to experience is the sensible and creative nature of an individual to come up with new strategies.

Question 5

The problems that occur in organizations due to a self-enhancement phenomenon include making of poor decisions and being overconfident in all situations. This implies that employees can overestimate the possibilities of attaining their ideas because of the positive elements and strengths they possess. In this regard, organizational leaders should ensure that their employees understand their weaknesses instead of focusing on the positive attributes only.

Question 6

Value congruence is relevant regarding organizational against professional
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values in that it eliminates confusion and conflicts of interests. This implies that a professional shares similar values and objectives to those of the organizational missions. It can also contribute to higher job satisfaction, allegiance and organizational citizenship because a professional is able to execute his skills without conflicts or problems with the management.

Question 7

High power distance and collectivism are cross-cultural components that illustrate the nature in which individuals in a certain society accept unequal power distribution. The implications of this information are that employees value submission to authority and are comfortable getting commands from their bosses without deliberations. As a result, when a senior executive visits another country, he or she will not face resistance from employees who observe a different culture.